



AmeriCorps

**Fiscal Year 2023 Annual Report to
Congress on the Notification and
Federal Employee
Antidiscrimination and Retaliation
Act of 2002**

AmeriCorps

March 28, 2024

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SUMMARY

AmeriCorps, the federal agency for national service and volunteerism, provides opportunities for Americans to serve their country domestically, address the nation's most pressing challenges, improve lives and communities, and strengthen civic engagement. Last year, AmeriCorps engaged more than 200,000 AmeriCorps members and AmeriCorps Seniors volunteers from rural, urban, and suburban neighborhoods to serve in approximately 35,000 locations across the country. AmeriCorps transforms those who serve into lifelong civic leaders, builds the capacity of the nation's service organizations, creates opportunities for skill-building that strengthens our workforce, and fosters relationships that bridge differences and promote unity.

AmeriCorps distributes Federal dollars to communities to create a local impact through its programs and initiatives, which include AmeriCorps State and National, AmeriCorps VISTA, AmeriCorps NCCC, AmeriCorps Seniors, the Volunteer Generation Fund, September 11 National Day of Service and Remembrance, and Martin Luther King, Jr., National Day of Service.

This annual report to Congress, which covers fiscal year 2023, is required by Title II, Section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 ("No FEAR Act" or "Act"), Public Law 107-174. The No FEAR Act aims to reduce the incidents of workplace discrimination within the federal government by holding agencies and departments accountable for violations of antidiscrimination and whistleblower protection laws and requires an annual report. AmeriCorps reports on the number of cases that were filed in Federal District court which resulted in judgments, awards, or compromise settlements; the disposition of those cases; money required to be reimbursed; and the number of employees disciplined for discrimination, retaliation, harassment, or other infractions of a provision of law cited in Section 201 (c) of the No FEAR Act.

The Civil Rights and Employment Branch within AmeriCorps' Office of Diversity, Equity, Inclusion, and Accessibility provides advice to AmeriCorps leadership on civil rights and civil liberties issues. The office ensures AmeriCorps' compliance with the statutes, regulations, and executive orders which prohibit discrimination in the workplace. The branch's mission is to ensure an inclusive workplace that is free from unlawful discrimination through active engagement; training; and enforcement of civil rights laws, regulations, and other guiding sources. CRE is responsible for the day-to-day operations of the equal employment opportunity program for employees, including processing EEO complaints. It also administers the civil rights program for recipients, service members, and volunteers and processes discrimination

complaints in accordance with AmeriCorps' enabling legislation; Title VI of the Civil Rights Act of 1964, as amended; section 504 of the Rehabilitation Act of 1973, as amended; and the Age Discrimination Act of 1975, as amended.

AmeriCorps continues to be diligent in its efforts toward achieving a model EEO program and a robust program that fosters diversity, equity, inclusion, and accessibility. AmeriCorps has a low rate of formal complaints, with only three (3) formal complaints being filed within the fiscal year. We expect this trend to continue due to an ongoing effort by CRE to actively seek resolution during the initial intake and/or the informal counseling process.

During FY 2023, AmeriCorps was not a party to any Federal District Court case that resulted in judgments, awards, or compromise settlements. As a result, AmeriCorps was not required to reimburse the Judgement Fund during FY 2023. No AmeriCorps employees were disciplined for discrimination, retaliation, harassment, or other infractions of a provision of law cited in the *NO FEAR Act* stemming from Federal District Court actions.

There were three (3) Equal Employment Opportunity complaints filed against AmeriCorps during FY 2023. The complaint was filed under *Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e et seq.)*. The case filed in FY 2023 did not result in a finding of discrimination by either AmeriCorps or the Equal Employment Opportunity Commission.

REPORTING REQUIREMENT

The *No FEAR Act* requires federal agencies to submit an annual report to the Speaker of the House of Representatives, the President *pro tempore* of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Attorney General, and the Equal Employment Commission. Additionally, the U.S. Office of Personnel Management's final regulation on the *No Fear Act* issued on December 28, 2006, requires that the OPM receive a copy of the report. This report is submitted by AmeriCorps to satisfy these reporting requirements. The Act requires federal agencies to be accountable for violations of anti-discrimination and whistleblower protection laws and to post certain statistical data relating to federal sector EEO complaints filed with the agency.

Section 203 of the *No FEAR Act* requires that each federal agency submit an annual report to Congress not later than 180 days after the end of each fiscal year. Agencies must report on the number of Federal District Court cases arising under each of the respective areas of law specified in the *No FEAR*

Act in which discrimination was alleged; the status or disposition of cases; the amount of money required to be reimbursed; the number of employees disciplined; any policies implemented related to appropriate disciplinary actions against the federal employee who discriminated against any individual or committed a prohibited personnel practice; and an analysis of the data collected with respect to trends, casual analysis, etc.

PART 1: COMPLAINT DATA

I. Civil Cases

Section 203 (1) of the No FEAR Act requires that agencies include in their annual report to Congress “the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201 (a) in which discrimination on the part of such agency was alleged.” Section 724.302 of OPM’s final regulations issued on December 28, 2006, clarifies section 203 (1) of the *No FEAR Act*, stating that federal agencies report on “the number of cases in Federal Court pending or resolved arising under each of the respective provisions of the Federal Anti-discrimination laws and Whistleblower Protection laws applicable to them in which an employee, former Federal employee, or applicant alleged a violation (s) of these laws, separating data by the provision(s) of law involved.”

AmeriCorps Report

AmeriCorps reports that during FY 2023, there were no Federal District Court discrimination cases resulting in payment from the Judgment Fund on behalf of the AmeriCorps.

II. Reimbursement to the Judgment Fund

OPM published regulations in the Federal Register on January 22, 2004, and final regulations on May 10, 2006, to clarify the agency reimbursement provisions of Title II of the No FEAR Act. These regulations state, among other things, that the Financial Management Service and U.S. Department of the Treasury, will provide notice to an agency’s Chief Financial Officer within 15 business days after payment from the Judgment Fund. The agency is required to reimburse the Judgment Fund within 45 business days after receiving notice from FMS or must contact FMS in writing to arrange for reimbursement.

AmeriCorps Report

The Treasury Judgment Fund paid no monies on behalf of AmeriCorps for discrimination cases filed in Federal District Court resulting in judgments, awards, or compromise settlements during FY 2023.

III. Types of Disciplinary Actions

Section 203 (a) (4) of the No FEAR Act requires that agencies include in the annual report to Congress “the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1).” Section 203 (a) (1) requires that agencies report “the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201 (a) in which discrimination on the part of such agency was alleged.” OPM’s final regulation issued December 28, 2006, provides that these cases refer to the number of discrimination cases for which the Judgment Fund paid on behalf of the agency. The regulations also define disciplinary actions to include any one or a combination of the following actions: reprimand, suspension without pay, reduction in grade or pay, or removal.

AmeriCorps Report

AmeriCorps reports that there were no disciplinary actions arising from any Federal District Court discrimination cases in FY 2023. AmeriCorps also reports that it had no findings in cases before the Equal Employment Opportunity Commission in FY 2023.

IV. Final Year End Data

The final year-end data for FY 2023, posted pursuant to Section 301 (c) (1) (B) of the No FEAR Act, are included in Appendix A.

The final year-end data indicates that during FY 2023, there were three (3) new complaints of discrimination. There were no findings of discrimination. There was one complaint dismissal which was upheld by the Equal Employment Opportunity Commission.

V. Policy Description on Disciplinary Actions

Section 203 (a) (6) of the No FEAR Act requires that agencies include in their annual Report to Congress a detailed description of the policy implemented by the agency relating to disciplinary actions imposed against a Federal employee who discriminated against any individual in violation of any of the laws cited under section 201 (a) (1) or (2), or committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201 (a) (1) or (2).

Further the Act requires that, with respect to each such law, the federal agency report on the number of employees who were disciplined in accordance with such policy and the specific nature of the disciplinary action taken.

AmeriCorps Report

The CEO annually issues primary policy statements reinforcing AmeriCorps' commitment to a workplace free from discrimination, harassment, and retaliation. AmeriCorps employees are accountable for their actions in accordance with these policy statements. The policy statements are the Civil Rights and Workforce Diversity Policy, and the Civil Rights Non-Harassment Policy.

The first statement emphasizes AmeriCorps' determination to subject employees to appropriate disciplinary action for engaging in unlawful discriminatory practices or allowing discriminatory practices to exist.

The second statement communicates AmeriCorps' zero tolerance of harassment against employees on the bases of race, color, national origin, gender, age, religion, sex, disability, gender identity or expression, sexual orientation, political affiliation, marital or parental status, military service, or engaging in protected activity. Both statements caution that engaging in prohibited behavior will result in appropriate disciplinary action.

These annual policy statements are buttressed by the AmeriCorps anti-harassment policy and procedure which provides for prompt investigation of claims of harassment outside of the EEO complaints process. AmeriCorps is also in the process of finalizing a new disciplinary policy which specifically states employees will be disciplined for discriminatory conduct. This disciplinary policy will be further reinforced by an accompanying statement of AmeriCorps' organizational values.

VI. No FEAR Act Training

Section 202 (c) of the No FEAR Act requires Federal agencies to provide training to their employees on the rights and remedies under Federal Anti-discrimination laws and Whistleblower Protection laws. Under Section 724.203, federal agencies were required to develop a written training plan and to have trained their employees by December 17, 2006, and every two years thereafter. Under implementing regulations, new employees are to receive No FEAR Act training within 90 days of appointment, which can be met through an agency orientation or training program.

AmeriCorps Report

AmeriCorps has an established EEO training plan. New hires are introduced to civil rights protections and the EEO process as a part of new employee orientation. New staff must complete more extensive EEO training within 90 days of onboarding, including the No FEAR Act course. All employees must take EEO training courses each year, including an annual refresher training on the No FEAR Act.

AmeriCorps University is our electronic learning management system, powered by Skillsoft, and is available to all AmeriCorps employees. Employee completion of EEO courses is tracked through this system and enables AmeriCorps to ensure all employees complete required courses, including No FEAR Act training. AmeriCorps provides an annual training day for employees to focus on completing mandatory courses.

Supervisors and managers are discouraged from holding meetings or scheduling project deadlines on this day, so that employees can focus on completing mandatory training.

Supervisors are promptly notified if an employee does not complete all required training within required time frames.

PART II: ANALYSIS OF TRENDS, CAUSAL ANALYSIS AND PRACTICAL KNOWLEDGE GAINED THROUGH EXPERIENCE

Section 203 (7) of the No FEAR Act requires that agencies undertake an examination of trends, causal analysis, and practical knowledge gained through experience and any actions planned or taken to improve complaint or civil rights programs of the agency.

AmeriCorps Report

There were no Federal District Court cases resulting in judgments, awards or compromise settlements filed against AmeriCorps in FY 2023.

AmeriCorps has examined the information reported in the past and finds that since the effective date of the No FEAR Act, there has been a relatively low number of EEO complaints filed.

PART III: ADJUSTMENT TO BUDGET

Section 203 (a) (8) of the No FEAR Act requires that agencies include in their annual report to Congress information about “any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201.”

AmeriCorps Report

AmeriCorps did not make such a budget adjustment in FY 2023.

CONCLUSION

Continuing to build a culture where discrimination is not tolerated, with diversity, equity, inclusion, and accessibility as drivers of our larger national service enterprise is a top agency priority. This priority is reflected in our strategic goals, with agency resources committed to executing these plans.

AmeriCorps continues to strive toward being one of the best and most equitable places to work in the federal government and has formalized this as Goal 5 in our Strategic Plan. We look forward to keeping Congress updated on AmeriCorps' progress.



Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: CNCS Operating as AmeriCorps - Comparative Data for Previous Fiscal Years and FY 2023

Complaint Activity	Comparative Data					2023
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Number of Complaints Filed	1	2	2	1	5	3
Number of Complainants	1	1	2	1	5	3
Repeat Filers	0	0	0	1	0	3
Complaints by Basis	Comparative Data					2023
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .</i>						
Race	1	0	1	1	3	1
Color	0	0	1	0	3	0
Religion	1	0	0	0	0	0
Reprisal	1	1	1	0	1	0
Sex	1	0	0	1	1	2
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	0	0	0	3	0
Disability	1	2	2	0	2	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					2023
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed .</i>						
Appointment/Hire	1	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	1	0
Removal	0	1	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	3	0

Harassment

Non-Sexual	0	0	0	0	3	2
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	0	0	0
Promotion/Non-Selection	0	0	0	0	2	1
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	1	1	1	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1	2
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0
Processing Time	Comparative Data					2023
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year	5	2	4	3	5	3
Average number of days in investigation stage	180	130	117	210	394.4	50.3
Average number of days in final action stage	124	222	153	0	123	302.5
Complaint pending during fiscal year where hearing was requested	3	2	0	0	1	1
Average number of days in investigation stage	192	108	0	0	142	0
Average number of days in final action stage	124	222	0	0	201	525
Complaint pending during fiscal year where hearing was not requested	1	1	2	1	2	0
Average number of days in investigation stage	180	130	277	210	277	210
Average number of days in final action stage	0	222	153	0	45	64.5
	Comparative Data					2023

**Complaints
Dismissed by
Agency**

Previous Fiscal Year Data				
2018	2019	2020	2021	2022

Total Complaints Dismissed by Agency	0	1	0	1	0	0
Average days pending prior to dismissal	0	30	0	49	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	0	1	0	1	0

Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data											2 023
	2 018		201 9		2020		2 021		2 022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											2 023
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2 018		201 9		2020		2 021		2 022			
	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0

Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											2 023	
	Previous Fiscal Year Data												
	2 018		201 9		2020		2 021		2 022				
	#	%	#	%	#	%	#	%	#	%	#		
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	0	

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0

Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2023
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	

Total complaints from previous Fiscal Years	10	8	5	0	2	0
Total Complainants	10	8	5	0	1	0
Number complaints pending						
Investigation	0	1	0	0	0	0
Hearing	7	7	2	0	1	0
Final Action	0	0	3	0	1	0
Appeal with EEOC Office of Federal Operations	3	0	0	0	0	0
Complaint Investigations	Comparative Data					2023
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	1	0	0	0	0

Civil Rights and Workforce Diversity Statement

As the Chief Executive Officer, I am committed to fostering a workplace which is free of discrimination or harassment in any form, providing all employees the ability to compete on a fair and level playing field. AmeriCorps is committed to treating all persons with dignity and respect while building a diverse, equitable, inclusive workplace where benefits and opportunities for advancement are accessible to all.

The agency will achieve this by strengthening the foundations of diversity, equity, inclusion, and accessibility. We will prioritize the well-being of employees by fostering an environment that is inclusive and fair and embeds DEIA principles into every aspect of workplace culture. Agency leadership is committed to promoting a climate of mutual respect and appreciation for all AmeriCorps employees that enables all to thrive. Every AmeriCorps manager, supervisor, and employee must abide by this policy.

Promoting DEIA includes meeting our obligations under the [laws, regulations, and executive orders](#) meant to prevent or remedy discrimination. This policy covers all personnel programs, management practices, and decisions. These include but are not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training, career development, benefits, and separations.

AmeriCorps leadership recognizes achieving an energized, high-performing workforce cannot happen without managers and employees who treat all persons with dignity and respect regardless of race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, pregnancy, genetic information, military service, their submission of a complaint, or activity in any Equal Employment Opportunity related activity.

AmeriCorps' mission is to improve lives, strengthen communities, and foster civic engagement through service and volunteering. Commitment to the principles of non-discrimination, equal opportunity, and the principles of DEIA by all employees is crucial to achieving our mission. As we work with national and community nonprofit organizations, faith-based groups, schools, and state and local agencies to enable service members and volunteers to meet critical needs in their communities, AmeriCorps' interactions with these groups should reflect our commitment to these principles.

AmeriCorps employees must comply with federal-wide civil rights laws. Any person who violates this policy will be subject to appropriate disciplinary action, up to and including removal from federal service.

Any AmeriCorps employee, former employee, or applicant for employment who believes they were discriminated against in violation of civil rights laws, regulations, or this policy, or subject to reprisal for opposing discrimination or participating in discrimination complaint proceedings (e.g., as a complainant or witness) should raise their concerns with AmeriCorps' Civil Rights and Employment Branch. Discrimination claims should be brought to the attention of AmeriCorps' Civil Rights and Employment Branch within 45 calendar days of the occurrence to be accepted for investigation in a formal complaint.



AmeriCorps' Civil Rights and Employment Branch may be reached at (202) 606-3461 or eo@americorps.gov. In addition, employees may also consider AmeriCorps' Alternate Dispute Resolution Program as an informal way to resolve workplace conflicts. If you are interested in learning more about the Alternate Dispute Resolution program, please email adr@americorps.gov.

November 7, 2023

Date

A handwritten signature in black ink that reads "Michael D. Smith".

Michael D. Smith
Chief Executive Officer
AmeriCorps

Employee Civil Rights and Non-Harassment Policy

AmeriCorps is committed to treating all persons with dignity and respect while building a diverse, equitable, inclusive workplace where benefits and opportunities for advancement are accessible to all. AmeriCorps maintains a zero-tolerance policy for any unlawful discrimination and harassing conduct towards any employee, intern, or contractor. As a federal agency, compliance with the anti-discrimination laws and the regulations enforced by the [United States Equal Employment Opportunity Commission](#), and the maintenance of a model EEO program are rigorously upheld. Building a culture of diversity, equity, inclusion, and accessibility demands the prevention of discrimination and harassment, along with taking swift action when it occurs.

AmeriCorps prohibits any forms of discrimination and harassment based upon a person's protected status. "Protected status" means a person's race, color, national origin, sex, age (40 and over), religion, sexual orientation, disability (mental, physical, or invisible), gender identity or expression, political affiliation, marital or parental status, pregnancy, genetic information (including family medical history), military service, their submission of a complaint, or activity in any Equal Employment Opportunity related activity. AmeriCorps seeks an environment that is free of discrimination and harassment, and to provide all employees the freedom to compete on a fair and level playing field.

AmeriCorps will not tolerate any harassment that may include slurs and other verbal or physical conduct that relates to an individual's gender, race, ethnicity, religion, sexual orientation, or any other protected status when such behavior has the purpose or effect of interfering with job performance or creating an intimidating, hostile, or offensive work environment. Every AmeriCorps employee should familiarize themselves with our [Anti-Harassment Policy and Procedure](#).

AmeriCorps does not tolerate harassment from any AmeriCorps employee; supervisor; manager; non-employee (e.g., contractors); national service members or volunteers.

Examples of harassing conduct include, but are not limited to: explicit or implicit demands for sexual favors; pressure to engage in a romantic relationship or for dates; deliberate touching of another person without consent, leaning over or cornering a person; repeated offensive teasing, jokes, remarks, or questions; unwanted letters, emails, text messages or phone calls; distribution or display of offensive materials, including on social media; offensive looks or gestures based on a person's gender, race, ethnicity, or religious baiting; physical assault or other threatening behavior; and demeaning, debasing, or abusive comments or other actions that intimidate and are based on a person's protected status. Conduct directed at a single individual in the workplace may create an offensive environment for others, even if they were not targeted.

Discrimination or harassment, when identified, will result in immediate corrective action by AmeriCorps. Any employee who violates this policy will be subject to appropriate discipline, up to and including removal from federal service. AmeriCorps' supervisors and managers will immediately notify the Office of Human Capital when they become aware of alleged discrimination or harassment by an employee, service member, or other individuals. After



consulting with the Office of Human Capital on appropriate measures, the supervisor or manager must take prompt action to effectively address any such conduct.

AmeriCorps prohibits retaliation or reprisal against any employee who raises discrimination or harassment concerns or participates in any Equal Employment Opportunity activity including filing a complaint against a supervisor or coworker, reporting harassment of a service member, volunteer, contractor, or employee, or providing a witness statement during an investigation.

Harassment and discrimination are unacceptable in AmeriCorps offices, facilities or campuses, virtual meetings, and in other service-related venues. This includes training sessions, convenings, off-campus service sites, service-related social events, and other off-site gatherings or events (whether in person or virtual).

Any AmeriCorps employee, former employee, or applicant for employment who believes they were harassed or discriminated against in violation of civil rights laws, regulations, or this policy, or who believes they were subject to reprisal for opposing discrimination or participating in the discrimination complaint proceedings (e.g., as a complainant or witness), should raise those concerns with AmeriCorps' Civil Rights and Employment Branch within 45 calendar days of the harassing or discriminatory action. Discrimination claims that are not brought to the attention of AmeriCorps' Civil Rights and Employment Branch within 45 calendar days of the occurrence may not be accepted for investigation if a formal complaint is filed.

The confidentiality of any employee who reports harassment or discrimination, or participates in a related investigation, will be protected to the greatest extent possible, as provided by law. AmeriCorps' Civil Rights and Employment Branch may be reached via (202) 606-3461 or eo@americorps.gov. Employees may also consider AmeriCorps' Alternate Dispute Resolution Program as an informal way to resolve workplace conflicts. If you are interested in learning more about our Alternate Dispute Resolution Program, please email adr@americorps.gov.

November 7, 2023

Date

A handwritten signature in black ink that reads "Michael D. Smith".

Michael D. Smith
Chief Executive Officer
AmeriCorps