

Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:

DOC (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	531	418	196	160	164	41
Number of Complainants	526	413	188	154	155	41
Repeat Filers	5	5	7	6	9	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	204	156	65	67	63	18
Color	68	77	35	31	31	13
Religion	42	18	62	20	8	3
Reprisal	255	219	130	90	120	28
Sex	174	145	53	47	56	21
PDA	6	6	1	2	2	0
National Origin	63	49	17	16	25	6
Equal Pay Act	1	1	0	1	1	0
Age	172	138	66	56	60	16
Disability	186	143	88	83	67	24
Genetics	3	1	6	1	4	0
Non-EEO	24	14	4	1	1	0

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	42	27	14	9	5	3
Assignment of Duties*	111	108	0	0	0	0
Awards	1	10	3	4	3	1
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action						
Demotion	13	7	2	0	0	0
Reprimand**	22	16	0	0	0	0
Suspension	7	10	16	4	8	6
Removal	2	0	0	0	0	0
Other Disciplinary Actions**	0	0	15	14	20	2
Other 2**	0	0	0	0	0	0
Duty Hours*	4	1	0	0	0	0
Perf. Eval./ Appraisal	33	37	32	31	39	10
Examination/Test	1	0	0	1	0	1
Harassment						
Non-Sexual	294	257	107	88	94	25
Sexual	11	16	5	3	7	2
Medical Examination	0	0	1	0	0	0
Pay including overtime	39	47	10	7	11	1
Promotion/Non-Selection	39	38	18	20	17	7
Reassignment						
Reassignment: Denied/Directed	8	6	3	4	5	1
Directed	7	12	4	4	6	2
Reasonable Accommodation Disability	54	55	24	33	29	8
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	3	0	22	4	4	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	0	0	1	0	0
Telework	16	9	8	6	9	2
Termination	261	194	36	20	33	4
Terms/Conditions of Employment*	93	80	0	0	0	0
Time and Attendance	53	47	21	14	25	8
Training	40	41	12	13	17	1
Other Terms/Conditions of Employment*	0	0	99	71	71	16
User Defined - Other 1*	1	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Findings Without Hearing	0		2		5		4		1		0	
Appointment/Hire	0	0	0	0	1	20	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/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / 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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	2	100	2	40	2	50	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	1	20	0	0	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	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 Disability	0	0	0	0	2	40	0	0	1	100	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	20	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 Terms/Conditions of Employment*	0	0	0	0	2	40	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	0	364	260	160	149	215
Total Complainants	0	354	253	153	134	195
Number complaints pending						
Investigation	0	15	1	0	9	51
ROI issued, pending Complainant's action	0	3	1	39	15	19
Hearing	0	236	222	86	82	111
Final Agency Action	0	60	17	14	17	7
Appeal with EEOC Office of Federal Operations	0	13	66	99	74	73

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	22	139	1	0	0	0