

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

DOC (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 31, 2025

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	531	418	196	160	164	65
Number of Complainants	526	413	188	154	155	65
Repeat Filers	5	5	7	6	9	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	
Race	204	156	65	67	63	21
Color	68	77	35	31	31	15
Religion	42	18	62	20	8	5
Reprisal	255	219	130	90	120	42
Sex	174	145	53	47	56	28
PDA	6	6	1	2	2	1
National Origin	63	49	17	16	25	7
Equal Pay Act	1	1	0	1	1	0
Age	172	138	66	56	60	24
Disability	186	143	88	83	67	37
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 03-31
	2020	2021	2022	2023	2024	
Appointment/Hire	42	27	14	9	5	4
Assignment of Duties*	111	108	0	0	0	0
Awards	1	10	3	4	3	3
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	7
Removal	2	0	0	0	0	0
Other Disciplinary Actions**	0	0	15	14	20	4
Other 2**	0	0	0	0	0	0
Duty Hours*	4	1	0	0	0	0
Perf. Eval./ Appraisal	33	37	32	31	39	20
Examination/Test	1	0	0	1	0	1
Harassment						
Non-Sexual	294	257	107	88	94	35
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	9
Reassignment						
Reassignment: Denied/Directed	8	6	3	4	5	1
Directed	7	12	4	4	6	3
Reasonable Accommodation Disability	54	55	24	33	29	15
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	1
Telework	16	9	8	6	9	2
Termination	261	194	36	20	33	5
Terms/Conditions of Employment*	93	80	0	0	0	0
Time and Attendance	53	47	21	14	25	11
Training	40	41	12	13	17	2
Other Terms/Conditions of Employment*	0	0	99	71	71	25
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Complaints pending during  fiscal year						
Average number of days in investigation	206.42	248.22	307.25	207.38	193.02	214.88
Average number of days in final action	29.53	48.84	70.64	18.58	23.3	21.87
Complaints pending during  fiscal year where hearing was requested						
Average number of days in investigation	211.1	246.13	260.88	215.87	197.96	223.67
Average number of days in final action	10.16	35.63	46.38	12.56	19.51	13.36
Complaints pending during  fiscal year where hearing was not requested						
Average number of days in investigation	202.25	252.09	298.1	202.98	184.79	201.27
Average number of days in final action	42.7	64.86	100.27	35.96	29.92	29.25

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	33	66	29	19	17	12
Average days pending prior to dismissal	76.73	184.92	94.92	183.16	15.47	38.75
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	24	32	19	15	7	8

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 03-31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		7		4		3		2	
Without Hearing	0	0	2	100	5	71	2	50	1	33	1	50
With Hearing	0	0	0	0	2	29	2	50	2	67	1	50

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Findings After Hearing	0		0		2		2		2		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	2	100.00	1	50.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	2	100.00	1	50.00	1	50.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		2		5		2		1		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Reprisal	0	0.00	2	100.00	0	0.00	1	50.00	0	0.00	0	0.00
Sex	0	0.00	1	50.00	2	40.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	2	40.00	2	100.00	1	100.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

\*\* are reported under Other Disciplinary Actions.

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Findings Without Hearing	0		2		5		4		1		1	
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	1	100
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	1	100
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	1	100
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 03-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	0	364	260	160	149	169
Total Complainants	0	354	253	153	134	153
Number complaints pending						
Investigation	0	15	1	0	9	19
ROI issued, pending Complainant's action	0	3	1	39	15	15
Hearing	0	236	222	86	82	100
Final Agency Action	0	60	17	14	17	9
Appeal with EEOC Office of Federal Operations	0	13	66	99	74	72

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	22	139	1	0	0	0