

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

DOC (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 30, 2025

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	531	418	196	160	164	155
Number of Complainants	526	413	188	154	155	152
Repeat Filers	5	5	7	6	9	3

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	204	156	65	67	63	51
Color	68	77	35	31	31	28
Religion	42	18	62	20	8	10
Reprisal	255	219	130	90	120	104
Sex	174	145	53	47	56	53
PDA	6	6	1	2	2	2
National Origin	63	49	17	16	25	17
Equal Pay Act	1	1	0	1	1	0
Age	172	138	66	56	60	52
Disability	186	143	88	83	67	96
Genetics	3	1	6	1	4	1
Non-EEO	24	14	4	1	1	3

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	42	27	14	9	5	5
Assignment of Duties*	111	108	0	0	0	0
Awards	1	10	3	4	3	3
Conversion to Full Time/Perm	1	0	0	0	0	0
Disciplinary Action: Demotion	13	7	2	0	0	0
Disciplinary Action: Reprimand**	22	16	0	0	0	0
Disciplinary Action: Suspension	7	10	16	4	8	10
Disciplinary Action: Removal	2	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	15	14	20	12
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	4	1	0	0	0	0
Perf. Eval./ Appraisal	33	37	32	31	39	26
Examination/Test	1	0	0	1	0	1
Harassment: Non-Sexual	294	257	107	88	94	69
Harassment: Sexual	11	16	5	3	7	3
Medical Examination	0	0	1	0	0	0
Pay including overtime	39	47	10	7	11	10
Promotion/Non-Selection	39	38	18	20	17	10
Reassignment: Denied/Directed	8	6	3	4	5	2
Reassignment: Directed	7	12	4	4	6	5
Reasonable Accommodation	54	55	24	33	29	39
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	6
Termination	261	194	36	20	33	51
Terms/Conditions of Employment*	93	80	0	0	0	0
Time and Attendance	53	47	21	14	25	25
Training	40	41	12	13	17	4
Other Terms/Conditions of Employment*	0	0	99	71	71	48

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	206.42	248.22	307.25	207.38	193.02	212.96
Average days in Final Action for all cases pending during FY	29.53	48.84	70.64	18.58	23.3	20.52
Average days in Investigation with	211.1	246.13	260.88	215.87	197.96	223.09
Average days in Final Action with	10.16	35.63	46.38	12.56	19.51	14.95
Average Days in Investigation without Hearing	202.25	252.09	298.1	202.98	184.79	196.93
Average Days in Final Action without Hearing	42.7	64.86	100.27	35.96	29.92	24.75

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by	33	66	29	19	17	20
Average Days Pending Prior to Dismissal	76.73	184.92	94.92	183.16	15.47	33.70
Total Complaints Withdrawn by Complainants	24	32	19	15	7	12

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number	0		2		7		4		3		2	
Findings Without Hearing	0	0	2	100	5	71	2	50	1	33	1	50
Findigs With	0	0	0	0	2	29	2	50	2	67	1	50

Part 7 Finding of Discrimination by Basis

Part 7 Finding of Discrimination by Basis (with Hearing)

Part 7 Finding of Discrimination by Basis (without Hearing)

Part 8 Finding of Discrimination by Issue

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	0		2		7		8		3		2	
Appointment/Hire	0	0	0	0	1	14	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	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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	50
Disciplinary Action: 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	1	14	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	1	14	2	25	0	0	0	0
Harassment: Non-Sexual	0	0	2	100	4	57	4	50	2	67	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	2	29	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	4	57	2	25	1	33	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	50
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	14	0	0	0	0	2	100
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	2	29	0	0	0	0	0	0
Training	0	0	0	0	1	14	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	3	43	0	0	0	0	0	0

Part 8 Finding of Discrimination by Issue (with Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Findings After Hearing	0		0		2		4		2		1	
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/Perm	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Disciplinary Action: 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	1	50	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	1	50	2	50	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	2	100	2	50	2	100	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	50	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	2	100	2	50	0	0	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	0	0	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	2	100	0	0	0	0	0	0
Training	0	0	0	0	1	50	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	1	50	0	0	0	0	0	0

Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
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	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Disciplinary Action: 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
Harassment: 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: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	0	364	260	160	149	117
Total Complainants	0	354	253	153	134	107
Complaints Pending Investigation	0	15	1	0	9	0
ROI issued, pending Complainant's	0	3	1	39	15	0
Complaints Pending in Hearing	0	236	222	86	82	89
Complaints Pending Final Agency	0	60	17	14	17	3
Complaints Pending Appeal with EEOC Office of Federal Operations	0	13	66	99	74	48

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	22	139	1	0	0	0