



U.S. Department of Commerce Annual Report on the No FEAR Act

FY 2025

The Department of Commerce is pleased to submit this annual report in accordance with Section 5, Part 724 of the Code of Federal Regulations (5 C.F.R. § 724), Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act. The report is divided into seven (7) sections that track the reporting areas required by the regulations: pending and resolved federal court cases; administrative equal employment opportunity complaints; disciplinary actions resulting from violations of nondiscrimination and whistleblower protection statutes; agency disciplinary policies; trend analyses of court cases and administrative complaints; a budgetary impact analysis; and the agency training plan.

This report does not include data or responses from the U.S. Patent and Trademark Office (USPTO). The USPTO is submitting its own report under separate cover.

Part 1. The Number of Federal Court Cases Pending and Resolved

Section 5, Parts 724.302(a)(1) through (3) of the Code of Federal Regulations require agencies to report:

(1) The number of cases in Federal court pending or resolved in each fiscal year and arising under each of the respective provisions of the Federal Antidiscrimination Laws and Whistleblower Protection Laws applicable to them as defined in Sec. 724.102 of subpart A of this part 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;

(2) In the aggregate, for the cases identified in paragraph (a)(1) of this section and separated by provision(s) of law involved:

- (i) The status or disposition (including settlement);
- (ii) The amount of money required to be reimbursed to the Judgment Fund by the agency for payments as defined in Sec. 724.102 of subpart A of this part;
- (iii) The amount of reimbursement to the Fund for attorney's fees where such fees have been separately designated;

(3) In connection with cases identified in paragraph (a)(1) of this section, the total number of employees in each fiscal year disciplined as defined in Sec. 724.102 of subpart A of this part and the specific nature, e.g., reprimand, etc., of the disciplinary actions taken, separated by the provision(s) of law involved.

Response: The statutes applicable to this report are:

Section 2302(b)(1) of the Civil Service Reform Act (CSRA), which prohibits discrimination in personnel actions based on race, color, religion, sex, or national origin (Title VII of the Civil Rights Act of 1964); age (sections 12 and 15 of the Age Discrimination in Employment Act of 1967); sex (section 6(d) of the Fair Labor Standards Act of 1938); disability (section 501 of the Rehabilitation Act of 1973); and marital status or political affiliation.

Section 2302(b)(9) of the CSRA prohibits taking a personnel action based on an employee's exercise of appeal, complaint, or grievance rights; providing testimony or assistance in such matters; cooperating with or disclosing information to the Inspector General or the Office of Special Counsel; or refusing to obey an illegal order.

The Equal Pay Act (section 6(d)(1) of the FLSA, 29 U.S.C. § 206(d)(1)) prohibits wage discrimination on the basis of sex for equal work requiring equal skill, effort, and responsibility under similar working conditions.

The Age Discrimination in Employment Act (ADEA, 29 U.S.C. § 633a(a)) prohibits age discrimination against employees or applicants 40 years of age or older in executive agencies.

Section 501 of the Rehabilitation Act of 1973 (29 U.S.C. § 791 et seq.) prohibits discrimination based on disability and requires reasonable accommodation for qualified employees unless it imposes an undue hardship.

Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000e-16) prohibits discrimination based on race, color, religion, sex, or national origin against federal employees and forbids retaliation against employees for opposing unlawful practices or participating in investigations, proceedings, or hearings under Title VII.

Tables showing the number and disposition of civil actions filed in a United States District Court under any of these statutes appear below:

Table 1.A: Federal Court Litigation, Fiscal Year (FY) 2025

Statute	Number of cases		Final Judgments Against Agency	Settled	Employees Disciplined
Civil Service Reform Act 5 U.S.C. 2302(b)(1) Prohibited Personnel Practices	Pending	1	0	0	0
	Resolved	0			
Civil Service Reform Act 5 U.S.C. 2302(b)(9) Whistleblowing	Pending	0	0	0	0
	Resolved	0			
Fair Labor	Pending	0	0	0	0

Standards Act 29 U.S.C. 206(d) and Title VII	Resolved	0			
Age Discrimination in Employment Act of 1967 29 U.S.C. 631 and 633a	Pending	0	0	0	0
	Resolved	0			
Rehabilitation Act of 1973 29 U.S.C. 791	Pending	0	0	0	0
	Resolved	1			
Civil Rights Act of 1964 (Title VII) 42 U.S.C. 2000e- 16	Pending	1	1	1	0
	Resolved	5			
Title VII and ADEA	Pending	4	0	0	0
	Resolved	0			
Title VII and ADEA and Rehabilitation Act	Pending	1	0	0	0
	Resolved	0			
Title VII and Rehabilitation Act	Pending	1	0	1	0
	Resolved	2			
ADEA and Rehabilitation Act	Pending	0	0	0	0
	Resolved	0			
Title VII and CSRA (Whistleblowing)	Pending	0	0	0	0
	Resolved	0			
Total	Pending	8	1	2	0
	Resolved	8			

Table 1.B: Judgment Fund Expenditures, 2025

Judgment Fund Expenditures 2025			
Judgment Fund Total	Judgments	Settlements	Attorney's Fees
\$296,013.85	\$1.00	\$90,000	\$206,012.85

Part 2. Administrative Equal Employment Opportunity Complaint Data

Section 5, Part 724.302(a)(4) of the Code of Federal Regulations requires agencies to report:

The final year-end data about discrimination complaints for each fiscal year that was posted in accordance with Equal Employment Opportunity Regulations at subpart G of Title 29 of the Code of Federal Regulations (implementing section 301(c)(1)(B) of the No FEAR Act).

Response: See Attachment 1.

Part 3. Disciplinary Actions

Section 5, Part 724.302(a)(5) of the Code of Federal Regulations requires agencies to report:

Whether or not in connection with cases in Federal court, the number of employees in each fiscal year disciplined as defined in Sec. 724.102 of subpart A of this part in accordance with any agency policy described in paragraph (a)(6) of this section. The specific nature, e.g., reprimand, etc., of the disciplinary actions taken must be identified.

Response: No employees were disciplined in connection with cases in Federal court in FY 2025.

Part 4. Disciplinary Policies

Section 5, Part 724.302(a)(6) of the Code of Federal Regulations requires agencies to report:

A detailed description of the agency's policy for taking disciplinary action against Federal employees for conduct that is inconsistent with Federal Antidiscrimination Laws and Whistleblower Protection Laws or for conduct that constitutes another prohibited personnel practice revealed in connection with agency investigations of alleged violations of these laws.

Response: The Department's policy for taking disciplinary action against Federal Employees for conduct that is inconsistent with Federal Antidiscrimination Laws and Whistleblower Protection Laws or for conduct that constitutes another prohibited personnel practice revealed in connection with agency investigations of alleged violations of these laws is set forth in Department Administrative Order 202-751 (DAO 202-751).

The relevant offenses appear at Numbers 36, 42, 45, and 46 on the Table of Offenses and Penalties:

- Harassing, threatening or taking reprisal action against an employee as a result of or in anticipation of a grievance, appeal, complaint, or other exercise of rights (5 days suspension to removal);
- Misrepresentation, falsification, or omission of material fact in connection with application, employment or any record, report, investigation or other proceeding (written reprimand to removal);
- Discrimination. As used in the Table of Offenses and Penalties, discrimination refers to specific acts taken by an employee in the performance of his/her official duties which discriminate against one or more individuals on the basis of race, sex, religion, color, age, national origin, disability, marital status, or political affiliation (5 day suspension to removal); and
- Refusal to answer appropriate interrogation in a properly authorized inquiry (written reprimand to removal).

Departmental Administrative Order 202-955, a copy of which is available at https://www.commerce.gov/opog/directives/DAO_202-955, also provides an expedited process for reviewing allegations of harassment, terminating actual incidents of harassment, and taking disciplinary actions as appropriate, which includes stopping any ongoing harassment and initiating disciplinary or adverse action when an inquiry results in a finding that misconduct has occurred.

Part 5. Trend Analyses

Section 5, Part 724.302(a)(7) of the Code of Federal Regulations requires agencies to report:

An analysis of the information provided in paragraphs (a)(1) through (6) of this section in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with 29 CFR part 1614 subpart F of the Code of Federal Regulations. Such analysis must include:

- (i) An examination of trends;
- (ii) Causal analysis;
- (iii) Practical knowledge gained through experience; and
- (iv) Any actions planned or taken to improve complaint or civil rights programs of the agency with the goal of eliminating discrimination and retaliation in the workplace.

Part 5.a: Civil Actions Filed in Federal Court

For FY 2025, the Department of Commerce litigated 16 cases in Federal district and appellate courts. Eight (8) of those cases have been resolved, leaving eight (8) cases pending.

Analysis of Trends:

The majority of lawsuits against the Department are based on an alleged violation of Title VII of the Civil Rights Act of 1964 or Rehabilitation Act of 1973.

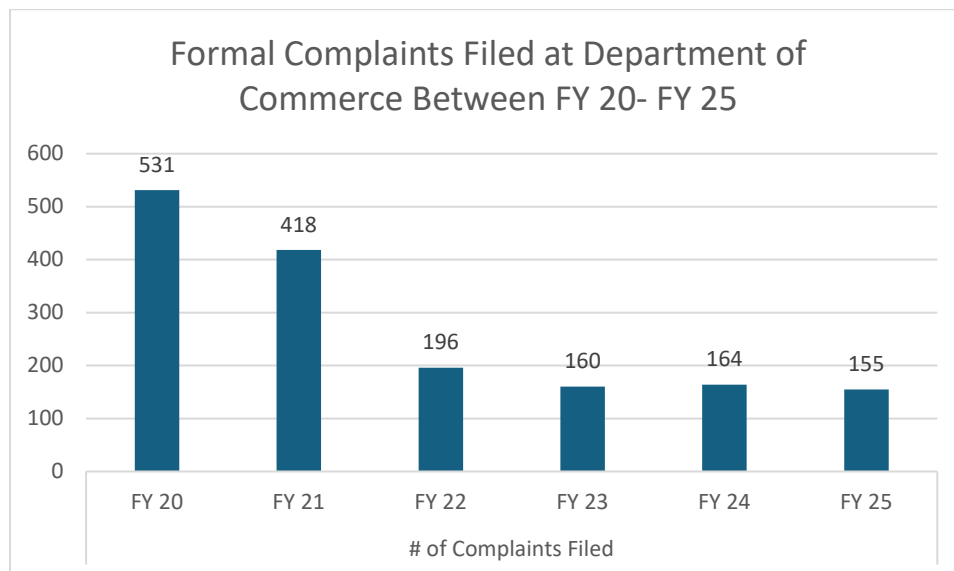
As shown in the table below, there is a fairly steady trend of fewer antidiscrimination and whistleblower protection lawsuits being brought against the Department over the last several years. Civil actions hit a peak in FY 2012 and have stayed within a range of three (3) to nine (9) annually since FY 2019.

Fiscal Year	# of New Suits
2012	25
2013	23
2014	6
2015	11
2016	5
2017	7
2018	11
2019	7
2020	8
2021	9
2022	7
2023	6
2024	3
2025	6

Part 5.b: Administrative EEO Complaints

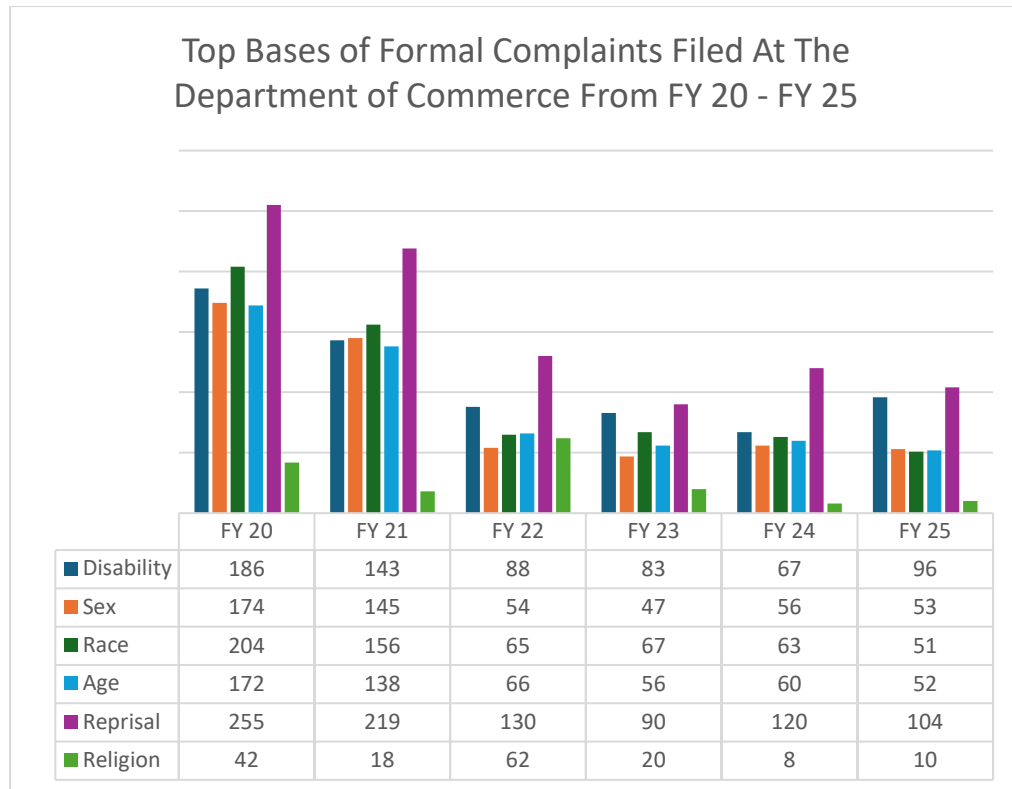
Number of filings:

Formal EEO complaint filings at the Department of Commerce (excluding PTO) decreased by 5.5% in FY 25, decreasing from 164 in FY 24 to 155 in FY 25. This is consistent with the range of historical EEO complaint activity in non-Decennial Census years. Formal complaint activity at the Department fluctuates and usually ranges in the mid to high 100s, only occasionally going below the mid-100s range and generally never exceeds 200 (excluding PTO), except in Decennial Census years, such as FY 20 and FY 21.



Bases of Complaints:

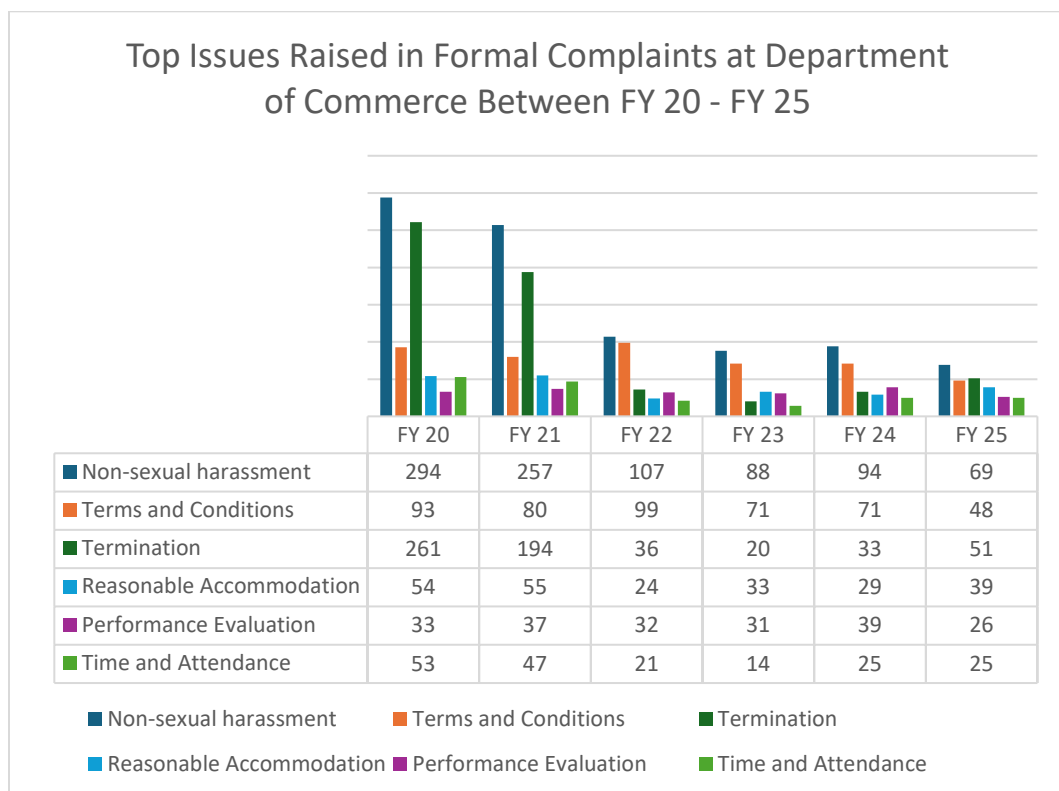
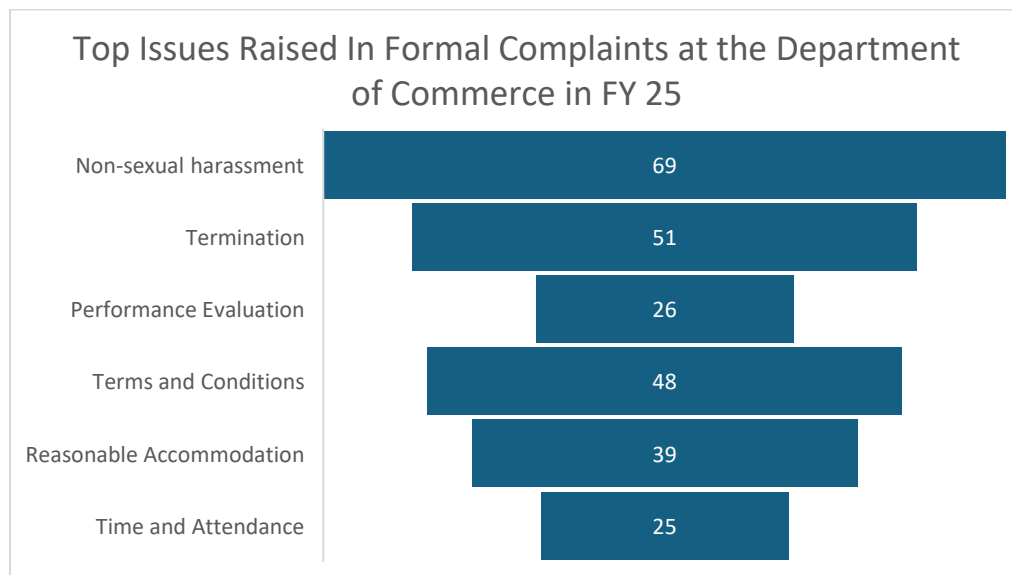
The top bases of complaints filed in FY 25 were reprisal (67%), disability (62%), followed by sex (34%), age (34%) and race (33%).



Over the past five (5) years, reprisal, disability, sex, age, and race have consistently been among the most frequently cited bases in formal EEO complaints filed at the Department of Commerce. In FY 2022, religion appeared among the top five (5) bases for the first time but has not since. Disability has consistently been the second most frequently cited basis in FY 2022 through FY 2025.

Issues in Complaints:

In FY 2025, the top six issues in formal EEO complaints were non-sexual harassment (45%), termination (33%), terms and conditions of employment (31%), disability-based reasonable accommodation (25%), performance evaluations (17%), and time and attendance (16%). These issues have consistently appeared among the top six over the past several years, with non-sexual harassment remaining the most frequently cited. Rankings for the other issues have varied from year to year.



Findings of Discrimination

There were two (2) findings of discrimination in FY 25 rendered in Final Agency Decisions or Notice of Final Orders adopting the decisions of Administrative Judges of the Equal Employment Opportunity Commission (EEOC) or via a decision from the EEOC's Office of Federal Operations.

Any actions planned or taken to improve complaint or civil rights programs of the agency with the goal of eliminating discrimination and retaliation in the workplace.

In FY 25, the Department continued with its work to prevent discrimination and retaliation, consistent with the EEOC's Management Directive (MD)-715 requirements.

In FY 26, we will continue our work in even-handed civil rights complaint processing, evaluation, and education.

Part 5.c: Class Action Complaints

During FY 2025, there were no class complaints filed against the Department.

Part 6. Budgetary Adjustments

Section 5, Part 724.302(a)(8) requires agencies to report:

For each fiscal year, any adjustment needed or made to the budget of the agency to comply with its Judgment Fund reimbursement obligation(s) incurred under 5 C.F.R. § 724.103.

Response: The Department has not made or needed to make adjustments to its budget to comply with its Judgment Fund reimbursement obligation(s) incurred under 5 C.F.R. § 724.103.

Part 7. Training Plan

Section 5, Part 724.302(a)(9) requires agencies to report:

The agency's written plan developed under 5 C.F.R. § 724.203(a) to train its employees.

Response:

The Department's specific No FEAR Act training module is hosted on the Commerce Learning Center platform and available in other formats (e.g., hard copies of the materials) for those who do not have computer access. The training module is assigned to all new employees to take within 90 days of onboarding

and is available to all current employees who have not met their biennial requirement. In FY2025, the Department updated its No FEAR Act training, and tracked its progress to completion. The revised No FEAR Act module remains accessible to all new and current employees (excluding USPTO), and employees are instructed on the requirement and employees are advised how to access the training. Over 90% of the Department's employees (not exempt from the requirement) have completed the training.

Distribution List:

The Honorable Mike Johnson
Speaker of the House
568 Cannon House Office Building
Washington, DC 20515-1804

The Honorable James Comer
Chair, House Committee on Oversight and Accountability
2154 Rayburn House Office Building
Washington, DC 20515

The Honorable Tom Cole
Chair, House Committee on Appropriations
H-307 The Capitol
Washington, DC 20515

The Honorable Jodey Arrington
Chair, House Committee on the Budget
204-E Cannon House Office Building
Washington, DC 20515

The Honorable Brett Guthrie
Chair, House Committee on Energy and Commerce
2125 Rayburn House Office Building
Washington, DC 20515

The Honorable Jason Smith
Chair, House Committee on Ways and Means
1102 Longworth House Office Building
Washington, DC 20515

The Honorable Bruce Westerman
Chair, House Committee on Natural Resources
1324 Longworth House Office Building
Washington, DC 20515

The Honorable Sam Graves
Chair, House Committee on Transportation & Infrastructure
2165 Rayburn House Office Building
Washington, DC 20515

The Honorable Hal Rogers
Chair, House Subcommittee on Commerce, Justice, Science, & Related Agencies
(Appropriations)
H-310 The Capitol
Washington, DC 20515

The Honorable Pete Sessions
Chair, House Subcommittee on Government Operations and the Federal Workforce
2204 Rayburn House Office Building
Washington, DC 20515

The Honorable Chuck Grassley
President Pro Tempore of the U.S. Senate (*and Chairman, Senate Judiciary Committee*)
135 Hart Senate Office Building
Washington, DC 20510

The Honorable Rand Paul
Chair, Senate Committee on Homeland Security and Governmental Affairs
340 Dirksen Senate Office Building
Washington, DC 20510

The Honorable Susan Collins
Chair, Senate Committee on Appropriations
Room S-128, The Capitol
Washington, DC 20510

The Honorable Lindsey Graham
Chair, Senate Committee on the Budget
624 Dirksen Senate Office Building
Washington, DC 20510

The Honorable Shelley Moore Capito
Chair, Senate Committee on Environment and Public Works
410 Dirksen Senate Office Building
Washington, DC 20510

The Honorable Ted Cruz
Chair, Senate Committee on Commerce, Science, and Transportation
254 Russell Senate Office Building
Washington, DC 20510

The Honorable Dan Sullivan
Chair, Senate Subcommittee on Coast Guard, Maritime, and Fisheries
254 Russell Senate Office Building
Washington, DC 20510

Andrea Lucas, Chair
Equal Employment Opportunity Commission
(via email to OFONOFEAR@eeoc.gov)

Attorney General Pam Bondi
U.S. Department of Justice
(via email to DOJExecSec@usdoj.gov)

Scott Kuper, Director
U.S. Office of Personnel Management
(via email to employeeaccountability@opm.gov)

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
Findings With	0	0	0	0	2	29	2	50	2	67	1	50

Part 7 Finding of Discrimination by Basis												
	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		4		3		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Reprisal	0	0.00	2	100.0	0	0.00	3	75.00	1	33.33	1	50.00
Sex	0	0.00	1	50.00	2	28.57	2	50.00	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	14.29	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	50.00	4	57.14	3	75.00	2	66.67	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

Part 7 Finding of Discrimination by Basis (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		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	100.0	1	50.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	2	100.0	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	100.0	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

Part 7 Finding of Discrimination by Basis (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)
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	100.0	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	100.0	1	100.0	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

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