

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

DOC (Includes Sub-Level Offices)

For 3rd Quarter 2026 for period ending June 30, 2026

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 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Number of Complaints Filed | 418     | 196     | 160     | 164     | 155     | 87                   |
| Number of Complainants     | 413     | 188     | 154     | 155     | 152     | 86                   |
| Repeat Filers              | 5       | 7       | 6       | 9       | 3       | 1                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Race                       | 156     | 65      | 67      | 63      | 51      | 19                   |
| Color                      | 77      | 35      | 31      | 31      | 28      | 6                    |
| Religion                   | 18      | 62      | 20      | 8       | 10      | 4                    |
| Reprisal                   | 219     | 130     | 90      | 120     | 104     | 66                   |
| Sex                        | 145     | 53      | 47      | 56      | 53      | 25                   |
| PDA                        | 6       | 1       | 2       | 2       | 2       | 2                    |
| National Origin            | 49      | 17      | 16      | 25      | 17      | 8                    |
| Equal Pay Act              | 1       | 0       | 1       | 1       | 0       | 0                    |
| Age                        | 138     | 66      | 56      | 60      | 52      | 14                   |
| Disability                 | 143     | 88      | 83      | 67      | 96      | 51                   |
| Genetics                   | 1       | 6       | 1       | 4       | 1       | 1                    |
| Non-EEO                    | 14      | 4       | 1       | 1       | 3       | 1                    |

| Part 3 Complaints By Issue                        |         |         |         |         |         |                      |
|---------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                                   | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Appointment/Hire                                  | 27      | 14      | 9       | 5       | 5       | 2                    |
| Assignment of Duties*                             | 108     | 0       | 0       | 0       | 0       | 0                    |
| Awards                                            | 10      | 3       | 4       | 3       | 3       | 0                    |
| Conversion to Full Time/Perm                      | 0       | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Demotion                     | 7       | 2       | 0       | 0       | 0       | 1                    |
| Disciplinary Action: Reprimand**                  | 16      | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Suspension                   | 10      | 16      | 4       | 8       | 10      | 3                    |
| Disciplinary Action: Removal                      | 0       | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Other Disciplinary Actions** | 0       | 15      | 14      | 20      | 12      | 10                   |
| Disciplinary Action: Other 2**                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Duty Hours*                                       | 1       | 0       | 0       | 0       | 0       | 0                    |
| Perf. Eval./ Appraisal                            | 37      | 32      | 31      | 39      | 26      | 25                   |
| Examination/Test                                  | 0       | 0       | 1       | 0       | 1       | 0                    |
| Harassment: Non-Sexual                            | 257     | 107     | 88      | 94      | 69      | 48                   |
| Harassment: Sexual                                | 16      | 5       | 3       | 7       | 3       | 3                    |
| Medical Examination                               | 0       | 1       | 0       | 0       | 0       | 0                    |
| Pay including overtime                            | 47      | 10      | 7       | 11      | 10      | 3                    |
| Promotion/Non-Selection                           | 38      | 18      | 20      | 17      | 10      | 3                    |
| Reassignment: Denied/Directed                     | 6       | 3       | 4       | 5       | 2       | 2                    |
| Reassignment: Directed                            | 12      | 4       | 4       | 6       | 5       | 6                    |
| Reasonable Accommodation                          | 55      | 24      | 33      | 29      | 39      | 25                   |
| Reinstatement*                                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Religious Accommodation                           | 0       | 22      | 4       | 4       | 0       | 2                    |
| Retirement*                                       | 0       | 0       | 0       | 0       | 0       | 0                    |
| Sex-Stereotyping                                  | 0       | 0       | 1       | 0       | 1       | 0                    |
| Telework                                          | 9       | 8       | 6       | 9       | 6       | 4                    |
| Termination                                       | 194     | 36      | 20      | 33      | 51      | 20                   |
| Terms/Conditions of Employment*                   | 80      | 0       | 0       | 0       | 0       | 0                    |
| Time and Attendance                               | 47      | 21      | 14      | 25      | 25      | 19                   |
| Training                                          | 41      | 12      | 13      | 17      | 4       | 4                    |
| Other Terms/Conditions of Employment*             | 0       | 99      | 71      | 71      | 48      | 35                   |

| Part 4 Processing Time (Complaints Pending During FY)         |         |         |         |         |         |                      |
|---------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                                               | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Average days in Investigation for all cases pending during FY | 248.22  | 307.25  | 207.38  | 193.02  | 212.96  | 206.04               |
| Average days in Final Action for all cases pending during FY  | 48.84   | 70.64   | 18.58   | 23.3    | 20.52   | 18.67                |
| Average days in Investigation with                            | 246.13  | 260.88  | 215.87  | 197.96  | 223.09  | 210.96               |
| Average days in Final Action with                             | 35.63   | 46.38   | 12.56   | 19.51   | 14.95   | 13.98                |
| Average Days in Investigation without Hearing                 | 252.09  | 298.1   | 202.98  | 184.79  | 196.93  | 198.15               |
| Average Days in Final Action without Hearing                  | 64.86   | 100.27  | 35.96   | 29.92   | 24.75   | 27.88                |

| Part 5 Complaints Dismissed or Withdrawn   |         |         |         |         |         |                      |
|--------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Total Complaints Dismissed by              | 66      | 29      | 19      | 17      | 20      | 10                   |
| Average Days Pending Prior to Dismissal    | 184.92  | 94.92   | 183.16  | 15.47   | 33.7    | 64.70                |
| Total Complaints Withdrawn by Complainants | 32      | 19      | 15      | 7       | 12      | 2                    |

| Part 6 Total Final Agency Actions Finding Discrimination |               |           |               |           |               |           |               |           |               |           |                            |                        |
|----------------------------------------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
|                                                          | FY 2021 Count | FY 2021 % | FY 2022 Count | FY 2022 % | FY 2023 Count | FY 2023 % | FY 2024 Count | FY 2024 % | FY 2025 Count | FY 2025 % | FY 2026 Count (thru 06-30) | FY 2026 % (thru 06-30) |
| Total Number                                             | 2             |           | 7             |           | 4             |           | 3             |           | 2             |           | 1                          |                        |
| Findings Without Hearing                                 | 2             | 100       | 5             | 71        | 2             | 50        | 1             | 33        | 1             | 50        | 1                          | 100                    |
| Findings With                                            | 0             | 0         | 2             | 29        | 2             | 50        | 2             | 67        | 1             | 50        | 0                          | 0                      |

# Part 7 Finding of Discrimination by Basis

|                       | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-30) | FY 2026<br>%<br>(thru 06-30) |
|-----------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| Total Number Findings | 2                   |                 | 7                   |                 | 4                   |                 | 3                   |                 | 2                   |                 | 1                                |                              |
| Race                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 1                   | 33.33           | 0                   | 0.00            | 0                                | 0.00                         |
| Color                 | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 1                   | 33.33           | 0                   | 0.00            | 0                                | 0.00                         |
| Religion              | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 1                   | 50.00           | 0                                | 0.00                         |
| Reprisal              | 2                   | 100.0           | 0                   | 0.00            | 3                   | 75.00           | 1                   | 33.33           | 1                   | 50.00           | 0                                | 0.00                         |
| Sex                   | 1                   | 50.00           | 2                   | 28.57           | 2                   | 50.00           | 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            | 1                   | 14.29           | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Disability            | 1                   | 50.00           | 4                   | 57.14           | 3                   | 75.00           | 2                   | 66.67           | 0                   | 0.00            | 1                                | 100.00                       |
| 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<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-<br>30) | FY 2026<br>%<br>(thru 06-<br>30) |
|------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Findings After Hearing | 0                   |                 | 2                   |                 | 2                   |                 | 2                   |                 | 1                   |                 | 0                                    |                                  |
| Race                   | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 1                   | 50.00           | 0                   | 0.00            | 0                                    | 0.00                             |
| Color                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 1                   | 50.00           | 0                   | 0.00            | 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            | 2                   | 100.0           | 1                   | 50.00           | 1                   | 100.0           | 0                                    | 0.00                             |
| Sex                    | 0                   | 0.00            | 0                   | 0.00            | 2                   | 100.0           | 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            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Disability             | 0                   | 0.00            | 2                   | 100.0           | 1                   | 50.00           | 1                   | 50.00           | 0                   | 0.00            | 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<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-<br>30) | FY 2026<br>%<br>(thru 06-<br>30) |
|--------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Findings Without Hearing | 2                   |                 | 5                   |                 | 2                   |                 | 1                   |                 | 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            | 1                   | 100.0           | 0                                    | 0.00                             |
| Reprisal                 | 2                   | 100.0           | 0                   | 0.00            | 1                   | 50.00           | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Sex                      | 1                   | 50.00           | 2                   | 40.00           | 0                   | 0.00            | 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            | 1                   | 20.00           | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Disability               | 1                   | 50.00           | 2                   | 40.00           | 2                   | 100.0           | 1                   | 100.0           | 0                   | 0.00            | 1                                    | 100.00                           |
| 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<br>2021<br>count | FY<br>2021<br>% | FY<br>2022<br>count | FY<br>2022<br>% | FY<br>2023<br>count | FY<br>2023<br>% | FY<br>2024<br>count | FY<br>2024<br>% | FY<br>2025<br>count | FY<br>2025<br>% | FY 2026<br>count<br>(thru<br>06-30) | FY 2026<br>%<br>(thru<br>06-30) |
|---------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|-------------------------------------|---------------------------------|
| Total Number Findings                 | 2                   |                 | 7                   |                 | 8                   |                 | 3                   |                 | 2                   |                 | 1                                   |                                 |
| Appointment/Hire                      | 0                   | 0               | 1                   | 14              | 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               | 1                   | 50              | 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               | 1                   | 14              | 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               | 1                   | 14              | 2                   | 25              | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Harassment: Non-Sexual                | 2                   | 100             | 4                   | 57              | 4                   | 50              | 2                   | 67              | 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               | 2                   | 29              | 0                   | 0               | 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               | 4                   | 57              | 2                   | 25              | 1                   | 33              | 0                   | 0               | 1                                   | 100                             |
| Reinstatement*                        | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Religious Accommodation               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 1                   | 50              | 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               | 1                   | 14              | 0                   | 0               | 0                   | 0               | 2                   | 100             | 0                                   | 0                               |
| Terms/Conditions of Employment*       | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Time and Attendance                   | 0                   | 0               | 2                   | 29              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Training                              | 0                   | 0               | 1                   | 14              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Other Terms/Conditions of Employment* | 0                   | 0               | 3                   | 43              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |

# Part 8 Finding of Discrimination by Issue (with Hearing)

|                                       | FY<br>2021<br>count | FY<br>2021<br>% | FY<br>2022<br>count | FY<br>2022<br>% | FY<br>2023<br>count | FY<br>2023<br>% | FY<br>2024<br>count | FY<br>2024<br>% | FY<br>2025<br>count | FY<br>2025<br>% | FY 2026<br>count<br>(thru<br>06-30) | FY 2026<br>%<br>(thru<br>06-30) |
|---------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|-------------------------------------|---------------------------------|
| Findings After Hearing                | 0                   |                 | 2                   |                 | 4                   |                 | 2                   |                 | 1                   |                 | 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/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               | 1                   | 50              | 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               | 1                   | 50              | 2                   | 50              | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Harassment: Non-Sexual                | 0                   | 0               | 2                   | 100             | 2                   | 50              | 2                   | 100             | 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               | 1                   | 50              | 0                   | 0               | 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               | 2                   | 100             | 2                   | 50              | 0                   | 0               | 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               | 1                   | 100             | 0                                   | 0                               |
| Terms/Conditions of Employment*       | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Time and Attendance                   | 0                   | 0               | 2                   | 100             | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Training                              | 0                   | 0               | 1                   | 50              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Other Terms/Conditions of Employment* | 0                   | 0               | 1                   | 50              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |

# Part 8 Finding of Discrimination by Issue (without Hearing)

|                                       | FY<br>2021<br>count | FY<br>2021<br>% | FY<br>2022<br>count | FY<br>2022<br>% | FY<br>2023<br>count | FY<br>2023<br>% | FY<br>2024<br>count | FY<br>2024<br>% | FY<br>2025<br>count | FY<br>2025<br>% | FY 2026<br>count<br>(thru<br>06-30) | FY 2026<br>%<br>(thru<br>06-30) |
|---------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|-------------------------------------|---------------------------------|
| Findings Without Hearing              | 2                   |                 | 5                   |                 | 4                   |                 | 1                   |                 | 1                   |                 | 1                                   |                                 |
| Appointment/Hire                      | 0                   | 0               | 1                   | 20              | 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               | 1                   | 100             | 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               | 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                | 2                   | 100             | 2                   | 40              | 2                   | 50              | 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               | 1                   | 20              | 0                   | 0               | 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               | 2                   | 40              | 0                   | 0               | 1                   | 100             | 0                   | 0               | 1                                   | 100                             |
| Reinstatement*                        | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Religious Accommodation               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 1                   | 100             | 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               | 1                   | 20              | 0                   | 0               | 0                   | 0               | 1                   | 100             | 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               | 2                   | 40              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |

| Part 9 Complaints Pending from Previous FY By Status                |         |         |         |         |         |                            |
|---------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                     | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>06-30) |
| Total complaints from previous Fiscal Years                         | 364     | 260     | 160     | 149     | 117     | 149                        |
| Total Complainants                                                  | 354     | 253     | 153     | 134     | 107     | 138                        |
| Complaints Pending Investigation                                    | 15      | 1       | 0       | 9       | 0       | 6                          |
| ROI issued, pending Complainant's                                   | 3       | 1       | 39      | 15      | 0       | 2                          |
| Complaints Pending in Hearing                                       | 236     | 222     | 86      | 82      | 89      | 110                        |
| Complaints Pending Final Agency                                     | 60      | 17      | 14      | 17      | 3       | 6                          |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 13      | 66      | 99      | 74      | 48      | 39                         |

| Part 10 Complaint Investigations                                |         |         |         |         |         |                            |
|-----------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>06-30) |
| Pending Complaints Where Investigations Exceed<br>Required Time | 139     | 1       | 0       | 0       | 0       | 0                          |