

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

NOAA:54 (Includes Sub-Level Offices)

For 4th Quarter 2026 for period ending September 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 the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Number of Complaints Filed	65	45	55	55	57	35
Number of Complainants	62	42	53	52	56	34
Repeat Filers	3	3	2	3	1	1

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Race	24	12	17	19	14	9
Color	12	6	5	11	6	2
Religion	1	20	7	1	2	2
Reprisal	35	28	25	35	37	27
Sex	28	13	12	22	15	12
PDA	0	0	1	1	1	2
National Origin	12	1	3	7	3	4
Equal Pay Act	0	0	0	1	0	0
Age	20	9	17	23	23	8
Disability	27	23	36	22	42	16
Genetics	0	1	1	2	0	0
Non-EEO	0	0	1	1	1	0

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Appointment/Hire	4	3	4	1	0	1
Assignment of Duties*	26	0	0	0	0	0
Awards	4	0	3	2	2	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	1	0	0	0	0	0
Disciplinary Action: Reprimand**	4	0	0	0	0	0
Disciplinary Action: Suspension	5	4	2	2	6	1
Disciplinary Action: Removal	0	0	0	0	0	0
Other Disciplinary Actions**	0	4	5	9	2	3
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	18	6	14	11	8	9
Examination/Test	0	0	1	0	1	0
Harassment: Non-Sexual	42	25	30	33	21	25
Harassment: Sexual	1	0	0	4	1	3
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	4	2	5	2	1
Promotion/Non-Selection	10	3	3	4	3	0
Reassignment: Denied/Directed	0	1	1	2	1	0
Reassignment: Directed	1	1	1	4	2	1
Reasonable Accommodation Disability	7	7	20	13	13	10
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	14	3	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	0	3	3	1	1
Termination	16	7	6	9	29	4
Terms/Conditions of Employment*	16	0	0	0	0	0
Time and Attendance	12	2	5	6	7	8
Training	10	3	6	3	0	5
Other Terms/Conditions of Employment*	0	22	26	20	11	19

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Average days in Investigation for all cases pending during FY	203.72	199.31	207.51	205.19	206.4	186.41
Average days in Final Action for all cases pending during FY	31.5	21.91	19.43	22.59	22.83	17.32
Average days in Investigation with Hearing	221.44	241.59	208.42	205.97	212.69	190.75
Average days in Final Action with Hearing	6	10.41	12.75	18.32	17.27	14.76
Average Days in Investigation without Hearing	198.96	167.06	205.79	200.44	194.48	177.36
Average Days in Final Action without Hearing	37.85	37.08	29.09	32.22	24.86	24.22

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Total Complaints Dismissed by Agency	4	2	8	2	6	4
Average Days Pending Prior to Dismissal	16	23.67	377.75	26	74.17	152.75
Total Complaints Withdrawn by Complainants	4	3	6	2	5	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 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	0		1		0		0		1		0	
Findings Without Hearing	0	0	1	100	0	0	0	0	1	100	0	0
Findings With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination by Basis												
	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 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	0		1		0		0		1		0	
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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	100.0	0	0.00	0	0.00	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 (with Hearing)

	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 09- 30)	FY 2026 % (thru 09- 30)
Findings After Hearing	0		0		0		0		0		0	
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	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	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 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 09- 30)	FY 2026 % (thru 09- 30)
Findings Without Hearing	0		1		0		0		1		0	
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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	100.0	0	0.00	0	0.00	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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Total complaints from previous Fiscal Years	32	43	42	40	36	41
Total Complainants	31	41	41	35	32	37
Complaints Pending Investigation	0	0	0	6	0	0
ROI issued, pending Complainant's action	0	0	12	5	0	0
Complaints Pending in Hearing	27	35	21	23	32	29
Complaints Pending Final Agency Action	0	0	4	2	0	8
Complaints Pending Appeal with EEOC Office of Federal Operations	3	8	8	13	15	12

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0