

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

FS (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 the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	70	71	59	67	87	77
Number of Complainants	67	65	56	63	84	73
Repeat Filers	3	5	3	4	3	4

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	22	21	13	21	29	25
Color	2	5	2	9	3	4
Religion	4	3	7	7	8	2
Reprisal	44	33	25	40	45	44
Sex	32	19	12	25	29	24
PDA	1	1	0	0	0	0
National Origin	8	3	2	7	9	9
Equal Pay Act	1	0	0	1	1	1
Age	20	15	13	22	20	32
Disability	25	20	24	27	37	33
Genetics	2	0	1	0	0	0
Non-EEO	9	8	2	9	14	9

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	6	8	1	2	9	1
Assignment of Duties*	12	7	1	0	0	0
Awards	1	2	0	0	0	3
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	2
Disciplinary Action: Reprimand**	4	1	0	0	0	0
Disciplinary Action: Suspension	7	7	1	4	5	4
Disciplinary Action: Removal	7	0	1	3	4	4
Disciplinary Action: Other Disciplinary Actions**	0	0	0	8	11	10
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	4	1	0	0	0	0
Perf. Eval./ Appraisal	12	8	1	1	8	4
Examination/Test	1	1	0	0	0	0
Harassment: Non-Sexual	39	31	35	48	59	47
Harassment: Sexual	5	0	6	1	6	1
Medical Examination	0	0	0	1	0	3
Pay including overtime	6	2	1	6	8	4
Promotion/Non-Selection	17	18	13	10	17	9
Reassignment: Denied/Directed	2	3	0	1	5	5
Reassignment: Directed	0	1	2	5	6	3
Reasonable Accommodation Disability	6	6	9	13	12	16
Reinstatement*	3	1	0	0	0	0
Religious Accommodation	0	0	14	0	1	1
Retirement*	0	2	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	2	0	0	2	5	3
Termination	8	7	6	10	21	14
Terms/Conditions of Employment*	9	5	0	0	0	0
Time and Attendance	7	6	3	8	15	14
Training	5	5	2	5	9	11
Other Terms/Conditions of Employment*	0	0	0	27	35	36

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	188.51	139.4	133.79	189.06	159.37	150.32
Average days in Final Action for all cases pending during FY	23.99	21.97	31.77	46.88	29.15	26.78
Average days in Investigation with Hearing	208.53	145.16	142.84	133.62	158.29	151.16
Average days in Final Action with Hearing	14.78	6.43	19.85	12.0	16.64	13.03
Average Days in Investigation without Hearing	162.92	132.3	123.96	239.52	165.17	153.48
Average Days in Final Action without Hearing	35.58	53.12	58.09	76.25	38.72	44.91

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 Agency	10	5	9	13	15	15
Average Days Pending Prior to Dismissal	19	2035	29	40.62	47.33	36.13
Total Complaints Withdrawn by Complainants	8	3	6	0	2	4

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 Findings	7		0		2		3		2		2	
Findings Without Hearing	2	29	0	0	0	0	2	100	1	50	1	50
Findigs With Hearing	5	71	0	0	2	100	0	0	1	50	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	7		0		2		3		2		2	
Race	1	14.29	0	0.00	1	50.00	0	0.00	1	50.00	1	50.00
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	5	71.43	0	0.00	0	0.00	2	66.67	1	50.00	2	100.00
Sex	3	42.86	0	0.00	1	50.00	0	0.00	2	100.00	1	50.00
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	50.00	0	0.00	1	50.00	0	0.00
Disability	1	14.29	0	0.00	2	100.00	1	33.33	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 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	5		0		2		0		1		1	
Race	1	20.00	0	0.00	1	50.00	0	0.00	1	100.00	1	100.00
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	4	80.00	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00
Sex	3	60.00	0	0.00	1	50.00	0	0.00	1	100.00	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	50.00	0	0.00	1	100.00	0	0.00
Disability	0	0.00	0	0.00	2	100.00	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 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	2		0		0		3		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	0	0.00
Reprisal	1	50.00	0	0.00	0	0.00	2	66.67	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00
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	1	50.00	0	0.00	0	0.00	1	33.33	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][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 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	114	93	55	48	40	37
Total Complainants	92	76	42	36	29	33
Complaints Pending Investigation	3	3	2	3	2	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Complaints Pending in Hearing	102	86	49	37	29	23
Complaints Pending Final Agency Action	8	7	6	2	1	3
Complaints Pending Appeal with EEOC Office of Federal Operations	102	112	132	117	119	36

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 Frames	1	0	0	4	2	0