

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Headquarters (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025Thru09-30
	2020	2021	2022	2023	2024	
Number of Complaints Filed	57	36	52	53	55	47
Number of Complainants	57	36	52	51	51	47
Repeat Filers	0	0	0	2	4	0
Complaints Broken Down by Basis ¹	Comparative Data					
	Previous Fiscal Year Data					2025Thru09-30
	2020	2021	2022	2023	2024	
Race	20	17	10	17	15	18
Color	16	11	8	11	9	9
Religion	3	3	17	3	4	5
Reprisal	29	23	23	25	24	19
Sex	39	15	21	19	20	18
PDA	1	0	0	0	0	0

¹ The Department notes that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of EEO complaints for a given fiscal year.

National Origin	8	6	5	8	8	5
Equal Pay Act	0	0	0	0	0	0
Age	22	15	20	18	19	15
Disability	21	12	22	20	18	22
Genetics	1	1	6	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints Broken Down by Issue²	Comparative Data					
	Previous Fiscal Year Data					2025Thru09-30
	2020	2021	2022	2023	2024	
Appointment/Hire	11	10	3	3	3	5
Assignment of Duties	8	3	7	0	6	7
Awards	1	0	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	6	1	3	0	2	1
Suspension	0	1	1	3	0	1
Removal	1	0	0	0	5	3
Other	1	0	1	1	3	0
Duty Hours	1	0	0	0	1	0
Perf. Eval./ Appraisal	7	3	5	9	8	7
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	27	18	26	22	21	23

² The Department notes that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of EEO complaints for a given fiscal year.

Sexual	2	0	0	0	3	1
Medical Examination	0	0	2	0	1	0
Pay including overtime	0	0	2	1	2	2
Promotion/Non-Selection	3	5	13	11	11	5
Reassignment						
Denied	0	0	0	1	1	0
Directed	0	0	0	0	3	2
Reasonable Accommodation Disability	7	5	7	2	4	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	5	2	0	0
Retirement	0	1	1	0	0	0
Telework	2	0	0	1	1	0
Termination	4	0	1	9	5	3
Terms/Conditions of Employment	4	1	10	6	10	9
Time and Attendance	5	0	1	1	3	3
Training	1	1	1	1	1	0
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025Thru09-30
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	294.81	309.60	218.92	286.00	281.00	309.00
Average number of days in final action	413.92	246.22	262.60	259.00	216.00	322.00

Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	293.00	340.69	233.27	268.00	293.00	306.00	
Average number of days in final action	158.38	60.88	288.67	152.00	177.00	156.00	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	297.09	256.73	197.62	348.00	255.00	314.00	
Average number of days in final action	530.13	287.64	149.33	387.00	229.00	378.00	
Complaints Dismissed by Agency	Comparative Data						
	Previous Fiscal Year Data					2025Thru09-30	
	2020	2021	2022	2023	2024		
Total Complaints Dismissed by Agency	6	2	5	8	3	9	
Average days pending prior to dismissal	502	446	92	233	349	274	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	7	5	7	3	4	2	
Total Final Agency Actions Finding Discrimination	Comparative Data						
	Previous Fiscal Year Data					2025Thru09-30	
	2020	2021	2022	2023	2024		
	#	#	#	#	#	#	
Total Number Findings	0	1	0	0	0	2	
Without Hearing	0	1	0	0	0	0	
With Hearing	0	0	0	0	0	2	

Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data						2025Thru09-30	
	2020	2021	2022	2023	2024			
	#	#	#	#	#	#	#	
Total Number Findings³	0	1	0	0	0	0	2	
Race	0	0	0	0	0	0	2	
Color	0	0	0	0	0	0	1	
Religion	0	0	0	0	0	0	0	
Reprisal	0	1	0	0	0	0	1	
Sex	0	0	0	0	0	0	2	
PDA	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	1	
Equal Pay Act	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	
Findings After Hearing⁴	0	0	0	0	0	0	2	
Race	0	0	0	0	0	0	2	
Color	0	0	0	0	0	0	1	
Religion	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	1	
Sex	0	0	0	0	0	0	2	

³ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of findings for a given fiscal year.

⁴ See Footnote 3.

PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	1
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0
Findings Without Hearing⁵								
Race	0	1	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Reprisal	0	1	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0

⁵ See Footnote 3.

Findings of Discrimination Rendered by Issue ⁶	Comparative Data							
	Previous Fiscal Year Data					2025Thru09-30		
	2020	2021	2022	2023	2024			
	#	#	#	#	#	#		
Total Number Findings	0	1	0	0	0	2		
Appointment/Hire	0	0	0	0	0	0		
Assignment of Duties	0	0	0	0	0	1		
Awards	0	0	0	0	0	0		
Conversion to Full Time/Perm Status	0	0	0	0	0	0		
Disciplinary Action								
Demotion	0	0	0	0	0	0		
Reprimand	0	0	0	0	0	0		
Suspension	0	0	0	0	0	0		
Removal	0	0	0	0	0	0		
Other	0	0	0	0	0	0		
Duty Hours	0	0	0	0	0	0		
Perf. Eval./ Appraisal	0	0	0	0	0	0		
Examination/Test	0	0	0	0	0	0		
Harassment								
Non-Sexual	0	1	0	0	0	1		
Sexual	0	0	0	0	0	0		
Medical Examination	0	0	0	0	0	0		
Pay including overtime	0	0	0	0	0	0		
Promotion/Non-Selection	0	0	0	0	0	1		

⁶ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of findings for a given fiscal year.

Reassignment										
Denied	0		0		0		0		0	
Directed	0		0		0		0		0	
Reasonable Accommodation Disability	0		0		0		0		0	
Reinstatement	0		0		0		0		0	
Religious Accommodation	0		0		0		0		0	
Retirement	0		0		0		0		0	
Telework	0		0		0		0		0	
Termination	0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		1	
Time and Attendance	0		0		0		0		0	
Training	0		0		0		0		0	
Other - User Define										
Findings After Hearing⁷	0		0		0		0		2	
Appointment/Hire	0		0		0		0		0	
Assignment of Duties	0		0		0		0		1	
Awards	0		0		0		0		0	
Conversion to Full Time/Perm Status	0		0		0		0		0	
Disciplinary Action										
Demotion	0		0		0		0		0	
Reprimand	0		0		0		0		0	
Suspension	0		0		0		0		0	

⁷ See Footnote 6.

Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	0	0	0	1
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							

Findings Without Hearing⁸	0	1	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	1	0	0	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0

⁸ See Footnote 6.

Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2025Thru09-30
	Previous Fiscal Year Data						
	2020	2021	2022	2023	2024		
Total complaints from previous Fiscal Years	103	73	60	98	88	98	
Total Complainants	89	65	51	80	82	93	
Number complaints pending							
Investigation	7	7	6	6	8	11	
ROI issued, pending Complainant's action	0	0	0	0	3	3	
Hearing	68	52	42	23	25	34	
Final Agency Action	30	15	12	11	19	12	
Appeal with EEOC Office of Federal Operations	15	14	12	16	26	20	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025Thru09-30
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	16	12	13	12	27	26