

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

For 2nd Quarter 2026 for period ending March 31, 2026

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2026Thru03-31
	2021	2022	2023	2024	2025	
Number of Complaints Filed	36	52	53	55	47	36
Number of Complainants	36	52	51	51	47	35
Repeat Filers	0	0	2	4	0	1
Complaints Broken Down by Basis ¹	Comparative Data					
	Previous Fiscal Year Data					2026Thru03-31
	2021	2022	2023	2024	2025	
Race	17	10	17	15	18	13
Color	11	8	11	9	9	7
Religion	3	17	3	4	5	5
Reprisal	23	23	25	24	19	22
Sex	15	21	19	20	18	20
PDA	0	0	0	0	0	1

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	6	5	8	8	5	9
Equal Pay Act	0	0	0	0	0	0
Age	15	20	18	19	15	10
Disability	12	22	20	18	22	23
Genetics	1	6	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints Broken Down by Issue^{2, 3}	Comparative Data					
	Previous Fiscal Year Data					2026Thru03-31
	2021	2022	2023	2024	2025	
Appointment/Hire	10	3	3	3	5	3
Assignment of Duties						
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status						
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand						
Suspension	1	1	3	0	1	3
Removal	0	0	0	5	3	0
Other	1	4	1	5	1	3
Duty Hours						
Perf. Eval./ Appraisal	3	5	9	8	7	8

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.

³ The Department notes that in FY 2022, the U.S. Equal Employment Opportunity Commission (EEOC) consolidated selected issues under designated categories. The EEOC consolidated the following types of issues under the issue category of Terms/Conditions of Employment: Assignment of Duties, Conversion to Full Time/Perm Status, Duty Hours, Reinstatement, and Retirement. The EEOC also consolidated the issue of Disciplinary Action – Reprimand under the issue category of Disciplinary Action – Other. The Department has applied the consolidation of these issues to all fiscal years included in this data report.

Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	18	26	22	21	23	19
Sexual	0	0	0	3	1	1
Medical Examination	0	2	0	1	0	0
Pay including overtime	0	2	1	2	2	0
Promotion/Non-Selection	5	13	11	11	5	4
Reassignment						
Denied	0	0	1	1	0	0
Directed	0	0	0	3	2	0
Reasonable Accommodation Disability	5	7	2	4	7	7
Reinstatement						
Religious Accommodation	0	5	2	0	0	1
Retirement						
Telework	0	0	1	1	0	2
Termination	0	1	9	5	3	7
Terms/Conditions of Employment	5	18	6	17	16	20
Time and Attendance	0	1	1	3	3	4
Training	1	1	1	1	0	2
Other						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2026Thru03-31
	2021	2022	2023	2024	2025	
Complaints pending during fiscal year						
Average number of days in investigation	309.60	218.92	286.00	281.00	309.00	316.00
Average number of days in final action	246.22	262.60	259.00	216.00	322.00	328.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	340.69	233.27	268.00	293.00	306.00	331.00
Average number of days in final action	60.88	288.67	152.00	177.00	156.00	52.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	256.73	197.62	348.00	255.00	314.00	292.00
Average number of days in final action	287.64	149.33	387.00	229.00	378.00	383.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					20256Thru03-31
	2021	2022	2023	2024	2025	
Total Complaints Dismissed by Agency	2	5	8	3	9	2
Average days pending prior to dismissal	446	92	233	349	274	127
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	7	3	4	2	1

Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2026Thru03-31		
	2021	2022	2023	2024	2025			
	#	#	#	#	#	#		
Total Number Findings	1	0	0	0	2	1		
Without Hearing	1	0	0	0	0	0		
With Hearing	0	0	0	0	2	1		
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2026Thru03-31		
	2021	2022	2023	2024	2025			
	#	#	#	#	#	#		
Total Number Findings⁴	1	0	0	0	2	1		
Race	0	0	0	0	2	0		
Color	0	0	0	0	1	0		
Religion	0	0	0	0	0	0		
Reprisal	1	0	0	0	1	0		
Sex	0	0	0	0	2	1		
PDA	0	0	0	0	0	0		
National Origin	0	0	0	0	1	0		
Equal Pay Act	0	0	0	0	0	0		
Age	0	0	0	0	0	0		
Disability	0	0	0	0	0	0		
Genetics	0	0	0	0	0	0		
Non-EEO	0	0	0	0	0	0		

⁴ 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.

Findings After Hearing⁵	0	0	0	0	2	1	
Race	0	0	0	0	2	0	
Color	0	0	0	0	1	0	
Religion	0	0	0	0	0	0	
Reprisal	0	0	0	0	1	0	
Sex	0	0	0	0	2	1	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	1	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
Findings Without Hearing⁶	1	0	0	0	0	0	
Race	0	0	0	0	0	0	
Color	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	
Reprisal	1	0	0	0	0	0	
Sex	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	0	0	0	0	

⁵ See Footnote 3.

⁶ See Footnote 3.

Disability	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
Findings of Discrimination Rendered by Issue⁷	Comparative Data						
	Previous Fiscal Year Data					2026Thru03-31	
	2021	2022	2023	2024	2025		
	#	#	#	#	#	#	
Total Number Findings	1	0	0	0	2	1	
Appointment/Hire	0	0	0	0	0	0	
Assignment of Duties							
Awards	0	0	0	0	0	0	
Conversion to Full Time/Perm Status							
Disciplinary Action							
Demotion	0	0	0	0	0	0	
Reprimand							
Suspension	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	
Other	0	0	0	0	0	0	
Duty Hours							
Perf. Eval./ Appraisal	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	
Harassment							
Non-Sexual	1	0	0	0	1	1	

⁷ 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.

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	1	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							
Religious Accommodation	0	0	0	0	0	0	0
Retirement							
Telework	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	0	
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
Findings After Hearing⁸	0	0	0	0	2	1	
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties							
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status							

⁸ See Footnote 6.

Disciplinary Action										
Demotion	0		0		0		0		0	
Reprimand										
Suspension	0		0		0		0		0	
Removal	0		0		0		0		0	
Other	0		0		0		0		0	
Duty Hours										
Perf. Eval./ Appraisal	0		0		0		0		0	
Examination/Test	0		0		0		0		0	
Harassment										
Non-Sexual	0		0		0		1		1	
Sexual	0		0		0		0		0	
Medical Examination	0		0		0		0		0	
Pay including overtime	0		0		0		0		0	
Promotion/Non-Selection	0		0		0		1		1	
Reassignment										
Denied	0		0		0		0		0	
Directed	0		0		0		0		0	
Reasonable Accommodation Disability	0		0		0		0		0	
Reinstatement										
Religious Accommodation	0		0		0		0		0	
Retirement										
Telework	0		0		0		0		0	
Termination	0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		2		0	

Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
Findings Without Hearing⁹	1	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties							
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status							
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand							
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							
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	1	0	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

⁹ See Footnote 6.

Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement						
Religious Accommodation	0	0	0	0	0	0
Retirement						
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2026Thru03-31
	2021	2022	2023	2024	2025	
Total complaints from previous Fiscal Years	73	60	98	88	98	72
Total Complainants	65	51	80	82	93	68

Number complaints pending

Investigation	7	6	6	8	11	17
ROI issued, pending Complainant's action	0	0	0	3	3	3
Hearing	52	42	23	25	34	34

Final Agency Action	15	12	11	19	12	16
Appeal with EEOC Office of Federal Operations	14	12	16	26	20	18
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2026Thru03-31
	2021	2022	2023	2024	2025	
Pending Complaints Where Investigations Exceed Required Time Frames	12	13	12	27	26	9