

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

National Park Service:NPS (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	77	80	67	74	84	21
Number of Complainants	73	77	66	73	83	21
Repeat Filers	4	3	1	1	1	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	26	33	16	22	26	7
Color	12	10	9	9	7	3
Religion	6	3	6	4	3	0
Reprisal	40	41	31	45	47	14
Sex	34	26	23	19	36	8
PDA	0	1	0	0	1	0
National Origin	2	14	3	6	5	2
Equal Pay Act	0	0	2	2	0	0
Age	28	25	24	28	26	2
Disability	32	19	26	34	30	8
Genetics	0	0	0	3	0	0
Non-EEO	3	2	4	3	3	1

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The 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 for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	11	18	14	2	7	1
Assignment of Duties*	6	8	4	0	0	0
Awards	1	0	0	1	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	1	0	0
Reprimand**	4	3	2	0	0	0
Suspension	5	4	5	4	2	1
Removal	5	2	0	3	0	0
Other Disciplinary Actions**	0	0	0	9	9	2
Other 2**	0	0	0	0	0	0
Duty Hours*	3	3	1	0	0	0
Perf. Eval./ Appraisal	6	3	6	6	8	3
Examination/Test	0	3	0	0	0	0
Harassment						
Non-Sexual	30	25	26	35	50	10
Sexual	4	1	0	0	3	2
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	4	2	5	4	0
Promotion/Non-Selection	8	4	10	12	16	1
Reassignment						
Reassignment: Denied/Directed	0	0	0	1	1	0
Directed	2	3	1	0	0	0
Reasonable Accommodation Disability	11	5	11	15	7	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	1	0	0
Retirement*	0	0	2	0	0	0
Sex-Stereotyping	0	1	0	1	2	0
Telework	1	0	2	2	1	1
Termination	6	7	4	6	4	3
Terms/Conditions of Employment*	8	8	6	0	0	0
Time and Attendance	7	3	2	3	3	0
Training	3	2	1	1	3	2
Other Terms/Conditions of Employment*	0	0	0	20	21	10
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0









Findings Without Hearing	1		5		0		0		1		0	
Appointment/Hire	1	100	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 Status*	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
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
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
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
Non-Sexual	0	0	4	80	0	0	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	0	0	0	0	0	0	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	20	0	0	0	0	1	100	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	0	0	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	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	61	54	44	45	50	105
Total Complainants	60	52	42	42	48	99
Number complaints pending						
Investigation	0	0	0	0	0	33
ROI issued, pending Complainant's action	0	0	1	0	2	5
Hearing	50	52	37	22	22	45
Final Agency Action	11	2	5	19	26	23
Appeal with EEOC Office of Federal Operations	20	16	14	10	11	17

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	4	1