

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

BIE School:BIE (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 31, 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 03-31)
Number of Complaints Filed	13	13	18	15	15	5
Number of Complainants	13	13	18	15	15	5
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	2	6	2	4	8	4
Color	0	0	0	2	2	2
Religion	0	3	10	2	0	0
Reprisal	9	8	2	7	7	5
Sex	1	4	1	2	4	2
PDA	0	0	0	0	0	0
National Origin	1	0	0	2	4	2
Equal Pay Act	0	0	0	0	0	0
Age	5	5	3	6	3	2
Disability	3	4	2	1	1	2
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	0	0

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Appointment/Hire	3	1	1	0	3	2
Assignment of Duties*	2	2	0	0	0	0
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
Disciplinary Action: Reprimand**	0	1	0	0	0	0
Disciplinary Action: Suspension	1	1	0	0	0	1
Disciplinary Action: Removal	0	0	0	0	1	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	2	2	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	1	0	0	0	0
Perf. Eval./ Appraisal	3	1	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	0	5	1	5	6	2
Harassment: Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	1	0	0	0
Promotion/Non-Selection	1	1	0	0	0	0
Reassignment: Denied/Directed	0	0	0	1	0	0
Reassignment: Directed	1	3	0	0	0	0
Reasonable Accommodation Disability	0	1	1	1	1	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	10	0	0	0
Retirement*	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	3	4	1	3	1	1
Terms/Conditions of Employment*	2	2	1	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	2	6	4	0















Part 9 Complaints Pending from Previous FY By Status

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Total complaints from previous Fiscal Years	17	11	11	19	22	35
Total Complainants	17	11	10	19	21	33
Complaints Pending Investigation	0	0	0	0	0	4
ROI issued, pending Complainant's action	0	0	0	4	0	2
Complaints Pending in Hearing	15	9	11	9	7	14
Complaints Pending Final Agency Action	3	3	0	10	15	15
Complaints Pending Appeal with EEOC Office of Federal Operations	0	3	4	5	4	7

Part 10 Complaint Investigations

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	4	0	0	0	0