

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

U.S. Fish and Wildlife Service:FWS (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	24	24	33	30	29	20
Number of Complainants	24	24	33	30	26	18
Repeat Filers	0	0	0	0	3	2

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	8	8	7	8	5	8
Color	0	2	5	2	4	3
Religion	0	1	3	3	2	0
Reprisal	9	17	17	16	23	15
Sex	10	13	12	7	9	11
PDA	0	0	0	0	2	0
National Origin	0	2	2	3	8	0
Equal Pay Act	1	0	0	0	0	0
Age	8	3	7	8	10	5
Disability	11	9	11	11	13	14
Genetics	0	0	1	0	1	0
Non-EEO	0	1	0	0	1	1

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Appointment/Hire	4	1	1	3	1	0
Assignment of Duties*	1	4	4	0	0	0
Awards	0	1	0	0	1	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**	2	2	0	0	0	0
Disciplinary Action: Suspension	1	6	4	0	2	1
Disciplinary Action: Removal	1	0	0	0	0	1
Disciplinary Action: Other Disciplinary Actions**	1	0	0	3	4	3
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	2	0	0	0
Perf. Eval./ Appraisal	1	2	0	2	2	1
Examination/Test	0	0	0	0	1	0
Harassment: Non-Sexual	14	14	17	22	23	12
Harassment: Sexual	0	0	1	0	0	0
Medical Examination	1	0	0	0	0	1
Pay including overtime	0	0	2	0	2	1
Promotion/Non-Selection	2	2	9	6	4	4
Reassignment: Denied/Directed	0	0	0	0	3	2
Reassignment: Directed	1	0	0	0	0	0
Reasonable Accommodation Disability	1	4	5	5	6	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	0	1
Termination	1	1	2	2	6	2
Terms/Conditions of Employment*	3	3	2	0	0	0
Time and Attendance	0	0	0	2	4	2
Training	1	0	2	5	1	0
Other Terms/Conditions of Employment*	0	0	0	9	8	4

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	14	10	9	23	18	27
Total Complainants	14	10	9	21	18	22
Complaints Pending Investigation	0	0	0	0	0	3
ROI issued, pending Complainant's action	0	0	0	6	0	2
Complaints Pending in Hearing	12	10	8	14	9	10
Complaints Pending Final Agency Action	2	0	0	9	9	11
Complaints Pending Appeal with EEOC Office of Federal Operations	2	3	7	4	9	14

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	0	0	0	0	0