

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

National Park Service:NPS (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	77	80	67	74	84	37
Number of Complainants	73	77	66	73	83	37
Repeat Filers	4	3	1	1	1	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	26	33	16	22	26	10
Color	12	10	9	9	7	5
Religion	6	3	6	4	3	2
Reprisal	40	41	31	45	47	28
Sex	34	26	23	19	36	13
PDA	0	1	0	0	1	0
National Origin	2	14	3	6	5	3
Equal Pay Act	0	0	2	2	0	0
Age	28	25	24	28	26	7
Disability	32	19	26	34	30	16
Genetics	0	0	0	3	0	0
Non-EEO	3	2	4	3	3	1

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
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
Disciplinary Action: Reprimand**	4	3	2	0	0	0
Disciplinary Action: Suspension	5	4	5	4	2	1
Disciplinary Action: Removal	5	2	0	3	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	9	9	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	3	3	1	0	0	0
Perf. Eval./ Appraisal	6	3	6	6	8	6
Examination/Test	0	3	0	0	0	0
Harassment: Non-Sexual	30	25	26	35	50	20
Harassment: 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	3
Reassignment: Denied/Directed	0	0	0	1	1	1
Reassignment: 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	2
Termination	6	7	4	6	4	5
Terms/Conditions of Employment*	8	8	6	0	0	0
Time and Attendance	7	3	2	3	3	1
Training	3	2	1	1	3	2
Other Terms/Conditions of Employment*	0	0	0	20	21	16

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Average days in Investigation for all cases pending during FY	155.99	166.32	170.48	186.58	230.94	255.10
Average days in Final Action for all cases pending during FY	97.56	120.07	37.2	103.73	35.9	24.00
Average days in Investigation with Hearing	154.19	169.33	189.03	183.11	235.89	272.80
Average days in Final Action with Hearing	81.13	63.6	27.84	44.29	15.8	24.00
Average Days in Investigation without Hearing	159.72	156.5	179.12	194.63	221.48	237.40
Average Days in Final Action without Hearing	143.27	186.67	52.79	312.8	96.2	0.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Total Complaints Dismissed by Agency	6	7	8	2	5	1
Average Days Pending Prior to Dismissal	120.67	149.14	190.11	177	166.4	75.00
Total Complaints Withdrawn by Complainants	9	9	6	5	6	1

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03-31)	FY 2025 % (thru 03-31)
Total Number Findings	1		6		0		1		1		0	
Findings Without Hearing	1	100	5	83	0	0	0	0	1	100	0	0
Findings With Hearing	0	0	1	17	0	0	1	100	0	0	0	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	61	54	44	45	50	98
Total Complainants	60	52	42	42	48	91
Complaints Pending Investigation	0	0	0	0	0	19
ROI issued, pending Complainant's action	0	0	1	0	2	6
Complaints Pending in Hearing	50	52	37	22	22	43
Complaints Pending Final Agency Action	11	2	5	19	26	32
Complaints Pending Appeal with EEOC Office of Federal Operations	20	16	14	10	11	17

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	1	4	4