

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

Office of the Secretary:OS (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	37	11	24	26	25	13
Number of Complainants	37	11	23	26	24	13
Repeat Filers	0	0	1	0	1	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	11	6	13	8	12	5
Color	6	0	4	5	7	3
Religion	0	0	0	0	3	1
Reprisal	20	8	14	16	14	5
Sex	19	4	5	9	11	6
PDA	0	0	0	0	0	0
National Origin	2	1	4	4	5	4
Equal Pay Act	0	0	1	0	0	0
Age	14	4	8	15	12	7
Disability	14	3	6	6	10	7
Genetics	1	0	0	0	0	0
Non-EEO	1	0	0	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	1	0	0	0	0	0
Assignment of Duties*	1	1	2	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	2
Disciplinary Action: Reprimand**	2	1	1	0	0	0
Disciplinary Action: Suspension	0	0	0	2	2	0
Disciplinary Action: Removal	4	0	0	1	1	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	5	1	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	4	6	1	0	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	21	3	14	12	17	8
Harassment: Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	1	0	0
Promotion/Non-Selection	8	3	4	8	7	1
Reassignment: Denied/Directed	0	0	0	1	0	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	5	0	1	1	1	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	1	0	1	0	0	0
Terms/Conditions of Employment*	12	4	7	0	0	0
Time and Attendance	1	1	0	1	0	1
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	6	12	2

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	29	23	8	11	13	23
Total Complainants	29	23	7	10	13	23
Complaints Pending Investigation	0	0	0	0	0	5
ROI issued, pending Complainant's action	0	0	0	0	0	2
Complaints Pending in Hearing	22	22	8	7	6	9
Complaints Pending Final Agency Action	7	1	0	4	7	7
Complaints Pending Appeal with EEOC Office of Federal Operations	9	18	8	8	7	3

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