

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

Office of Surface Mining:OSM (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	4	1	4	4	3	2
Number of Complainants	4	1	4	4	3	2
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	1	0	1	3	3	0
Color	0	0	1	1	1	0
Religion	0	0	1	0	0	0
Reprisal	1	1	0	1	1	0
Sex	2	0	1	1	3	0
PDA	0	0	0	0	0	0
National Origin	0	0	1	2	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	1	2	1	0
Disability	1	0	1	1	0	2
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	0	1

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties*	0	0	1	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	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	1	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	1	0	1	1	2	1
Harassment: Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	2	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	1	1	0	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	0	0
Termination	1	0	0	0	0	0
Terms/Conditions of Employment*	0	1	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	1	0	0	0
Other Terms/Conditions of Employment*	0	0	0	1	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	1	2	1	4	3	6
Total Complainants	1	2	1	4	3	6
Complaints Pending Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	1	2	1	1	0	2
Complaints Pending Final Agency Action	0	0	0	2	3	3
Complaints Pending Appeal with EEOC Office of Federal Operations	0	0	1	1	1	1

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	0	0