

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

U.S. Geological Survey:USGS (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	14	20	19	23	11
Number of Complainants	13	13	19	18	21	11
Repeat Filers	0	1	1	1	2	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	5	3	1	5	7	5
Color	1	1	0	2	2	1
Religion	0	1	3	3	0	1
Reprisal	10	10	13	10	9	7
Sex	5	5	9	7	12	6
PDA	1	0	1	1	1	1
National Origin	3	2	4	1	3	5
Equal Pay Act	0	0	0	0	0	0
Age	5	5	10	5	6	2
Disability	4	2	4	9	7	6
Genetics	0	0	0	0	0	0
Non-EEO	1	2	0	0	1	0

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Appointment/Hire	1	2	5	1	0	0
Assignment of Duties*	3	5	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**	1	1	2	0	0	0
Disciplinary Action: Suspension	1	0	1	0	0	0
Disciplinary Action: Removal	0	0	1	0	0	2
Disciplinary Action: Other Disciplinary Actions**	0	0	0	3	6	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	6	7	2	4	5
Examination/Test	0	0	1	0	0	0
Harassment: Non-Sexual	6	8	9	7	8	5
Harassment: Sexual	0	1	0	1	2	1
Medical Examination	0	0	0	0	0	1
Pay including overtime	1	0	0	0	1	0
Promotion/Non-Selection	3	3	3	3	5	1
Reassignment: Denied/Directed	1	1	1	1	1	1
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	3	1	1	5	5	2
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	0	0	1	1	2	0
Termination	1	1	0	2	4	2
Terms/Conditions of Employment*	2	3	3	0	0	0
Time and Attendance	0	3	0	5	4	3
Training	5	1	1	2	1	2
Other Terms/Conditions of Employment*	0	0	0	8	11	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	15	11	4	9	10	26
Total Complainants	15	10	3	7	7	22
Complaints Pending Investigation	0	0	0	0	0	4
ROI issued, pending Complainant's action	0	0	0	2	0	0
Complaints Pending in Hearing	10	9	3	3	3	11
Complaints Pending Final Agency Action	5	2	1	6	7	13
Complaints Pending Appeal with EEOC Office of Federal Operations	3	0	4	7	5	2

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	1	0	0	0	0	0