

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

Department of the Interior (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 30, 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 09-30)
Number of Complaints Filed	278	240	257	264	282	248
Number of Complainants	269	232	249	260	272	240
Repeat Filers	9	8	8	4	10	8

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	72	83	60	76	84	85
Color	28	20	27	31	39	31
Religion	9	12	32	14	14	10
Reprisal	151	152	125	148	157	148
Sex	107	94	79	84	116	90
PDA	3	2	1	1	4	2
National Origin	12	34	25	27	36	37
Equal Pay Act	1	2	4	3	0	1
Age	101	76	77	102	96	70
Disability	103	76	84	108	108	128
Genetics	1	0	3	5	1	3
Non-EEO	16	8	6	5	10	4

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	37	40	30	11	18	7
Assignment of Duties*	21	26	18	0	0	0
Awards	3	5	2	2	2	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	1	1	1	0	3
Disciplinary Action: Reprimand**	12	9	6	0	0	0
Disciplinary Action: Suspension	16	15	14	10	9	11
Disciplinary Action: Removal	22	5	3	4	2	11
Disciplinary Action: Other Disciplinary Actions**	3	9	7	29	28	28
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	5	5	4	0	0	0
Perf. Eval./ Appraisal	32	31	28	25	22	30
Examination/Test	0	5	1	1	1	0
Harassment: Non-Sexual	126	114	125	142	165	151
Harassment: Sexual	8	4	2	2	9	5
Medical Examination	2	0	3	3	0	2
Pay including overtime	4	11	10	11	11	6
Promotion/Non-Selection	39	27	35	43	49	25
Reassignment: Denied/Directed	7	2	3	9	7	13
Reassignment: Directed	6	7	1	0	0	0
Reasonable Accommodation	40	25	28	46	34	41
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	16	1	0	1
Retirement*	2	2	4	0	0	0
Sex-Stereotyping	0	1	0	1	2	0
Telework	4	3	11	5	5	9
Termination	25	23	23	20	21	34
Terms/Conditions of Employment*	35	26	23	0	0	0
Time and Attendance	21	12	7	18	16	21
Training	13	6	9	12	6	10
Other Terms/Conditions of Employment*	12	12	17	81	83	75

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	183.81	224.48	179.68	181.59	222.13	243.60
Average days in Final Action for all cases pending during FY	112.45	108.1	46.31	92.45	40.2	31.88
Average days in Investigation with Hearing	179.02	225.26	198.57	182.48	226.59	246.39
Average days in Final Action with Hearing	74	66.07	34.61	44.64	13.25	16.91
Average Days in Investigation without Hearing	180.04	210.81	173.35	184.26	215.87	247.09
Average Days in Final Action without Hearing	157.66	157.12	62.4	221.38	96.89	173.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by Agency	26	21	26	6	11	9
Average Days Pending Prior to Dismissal	165.41	178.18	101.77	207.17	230.27	149.11
Total Complaints Withdrawn by Complainants	20	22	14	14	20	41

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 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	7		26		2		4		2		7	
Findings Without Hearing	4	57	21	81	1	50	2	50	2	100	2	29
Findigs With Hearing	3	43	5	19	1	50	2	50	0	0	5	71

Part 7 Finding of Discrimination by Basis												
	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 09- 30)	FY 2025 % (thru 09- 30)
Total Number Findings	7		36		2		4		2		7	
Race	1	14.29	8	30.77	0	0.00	1	20.00	0	0.00	1	14.29
Color	1	14.29	4	15.38	0	0.00	0	0.00	0	0.00	1	14.29
Religion	0	0.00	1	3.85	0	0.00	1	20.00	0	0.00	0	0.00
Reprisal	4	57.14	20	76.92	1	50.00	2	40.00	1	50.00	5	71.43
Sex	2	28.57	12	46.15	0	0.00	0	0.00	1	50.00	3	42.86
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	14.29	2	7.69	0	0.00	0	0.00	0	0.00	1	14.29
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	2	28.57	4	15.38	0	0.00	0	0.00	0	0.00	2	28.57
Disability	4	57.14	8	30.77	1	50.00	1	20.00	2	100.00	3	42.86
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	14.29

[illegible]

Part 7 Finding of Discrimination by Basis (with Hearing)

	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 09- 30)	FY 2025 % (thru 09- 30)
Findings After Hearing	3		14		1		2		0		5	
Race	0	0.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	33.33	5	100.00	1	100.00	2	100.00	0	0.00	3	60.00
Sex	1	33.33	2	40.00	0	0.00	0	0.00	0	0.00	2	40.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	3	100.00	3	60.00	0	0.00	1	50.00	0	0.00	3	60.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	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 09- 30)	FY 2025 % (thru 09- 30)
Finding Without Hearing	4		22		1		2		2		2	
Race	1	25.00	4	19.05	0	0.00	1	33.33	0	0.00	1	50.00
Color	1	25.00	3	14.29	0	0.00	0	0.00	0	0.00	1	50.00
Religion	0	0.00	1	4.76	0	0.00	1	33.33	0	0.00	0	0.00
Reprisal	3	75.00	15	71.43	0	0.00	0	0.00	1	50.00	2	100.00
Sex	1	25.00	10	47.62	0	0.00	0	0.00	1	50.00	1	50.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	25.00	1	4.76	0	0.00	0	0.00	0	0.00	1	50.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	4	19.05	0	0.00	0	0.00	0	0.00	2	100.00
Disability	1	25.00	5	23.81	1	100.00	0	0.00	2	100.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

	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 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	7		26		2		5		2		7	
Appointment/Hire	3	43	3	12	0	0	2	40	0	0	0	0
Assignment of Duties*	0	0	8	31	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	2	8	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	1	50	0	0
Disciplinary Action: Removal	0	0	1	4	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	1	14
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	3	12	1	50	0	0	0	0	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	2	8	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	1	14	15	58	0	0	1	20	0	0	3	43
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	14	1	8	0	0	0	0	0	0	2	29
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	14	7	27	1	50	1	20	1	50	1	14
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	3	12	0	0	0	0	0	0	0	0
Termination	1	14	0	0	0	0	0	0	0	0	1	14
Terms/Conditions of Employment*	0	0	10	42	0	0	0	0	0	0	0	0
Time and Attendance	0	0	3	12	0	0	0	0	0	0	0	0
Training	0	0	1	4	0	0	0	0	0	0	1	14
Other Terms/Conditions of Employment*	1	14	1	0	0	0	1	20	0	0	3	43

Part 8 Finding of Discrimination by Issue (with Hearing)

	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 09-30)	FY 2025 % (thru 09-30)
Findings After Hearing	3		5		1		2		0		5	
Appointment/Hire	0	0	1	20	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	4	80	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	1	20	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	1	20	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	1	20
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	3	60	1	100	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	1	33	4	80	0	0	1	50	0	0	3	60
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	20
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	33	2	40	0	0	1	50	0	0	1	20
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	1	20	0	0	0	0	0	0	0	0
Termination	1	33	0	0	0	0	0	0	0	0	1	20
Terms/Conditions of Employment*	0	0	4	80	0	0	0	0	0	0	0	0
Time and Attendance	0	0	3	60	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	1	33	0	0	0	0	1	50	0	0	2	40

Part 8 Finding of Discrimination by Issue (without Hearing)

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	272	199	136	156	194	278
Total Complainants	264	191	127	143	182	249
Complaints Pending Investigation	3	1	0	0	0	5
ROI issued, pending Complainant's action	2	0	1	15	2	5
Complaints Pending in Hearing	219	183	112	75	74	122
Complaints Pending Final Agency Action	47	14	19	73	117	134
Complaints Pending Appeal with EEOC Office of Federal Operations	58	78	65	59	71	56

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	2	9	2	3	4	20