

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

U.S. Fish and Wildlife Service:FWS (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

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	24	24	33	30	29	31
Number of Complainants	24	24	33	30	26	29
Repeat Filers	0	0	0	0	3	2

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	8	8	7	8	5	10
Color	0	2	5	2	4	3
Religion	0	1	3	3	2	1
Reprisal	9	17	17	16	23	25
Sex	10	13	12	7	9	13
PDA	0	0	0	0	2	0
National Origin	0	2	2	3	8	1
Equal Pay Act	1	0	0	0	0	0
Age	8	3	7	8	10	9
Disability	11	9	11	11	13	21
Genetics	0	0	1	0	1	1
Non-EEO	0	1	0	0	1	1

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	4	1	1	3	1	0
Assignment of Duties*	1	4	4	0	0	0
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	2	2	0	0	0	0
Disciplinary Action: Suspension	1	6	4	0	2	1
Disciplinary Action: Removal	1	0	0	0	0	1
Disciplinary Action: Other Disciplinary Actions**	1	0	0	3	4	6
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	2	0	0	0
Perf. Eval./ Appraisal	1	2	0	2	2	1
Examination/Test	0	0	0	0	1	0
Harassment: Non-Sexual	14	14	17	22	23	20
Harassment: Sexual	0	0	1	0	0	0
Medical Examination	1	0	0	0	0	1
Pay including overtime	0	0	2	0	2	3
Promotion/Non-Selection	2	2	9	6	4	7
Reassignment: Denied/Directed	0	0	0	0	3	4
Reassignment: Directed	1	0	0	0	0	0
Reasonable Accommodation	1	4	5	5	6	8
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	0	1
Termination	1	1	2	2	6	6
Terms/Conditions of Employment*	3	3	2	0	0	0
Time and Attendance	0	0	0	2	4	8
Training	1	0	2	5	1	2
Other Terms/Conditions of Employment*	0	0	0	9	8	10

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	173.91	148.07	176.25	187.76	196.29	190.50
Average days in Final Action for all cases pending during FY	109.75	64.82	40.71	106.5	46.83	37.80
Average days in Investigation with	204.1	153.44	193.22	209	211.73	210.91
Average days in Final Action with	65.33	19	15.78	39.5	20.4	31.75
Average Days in Investigation without Hearing	139.18	144	165.5	157.43	186.5	173.42
Average Days in Final Action without Hearing	136.4	92.8	56.17	140	179	62.00

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	4	3	2	0	2	1
Average Days Pending Prior to Dismissal	188.25	71	260	0	107	390.00
Total Complaints Withdrawn by Complainants	0	1	0	3	2	4

Part 6 Total Final Agency Actions Finding Discrimination

[illegible]

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	0		0		0		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	100.0	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 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	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	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 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	0		0		0		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	1	100.0	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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)
--

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

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	14	10	9	23	18	23
Total Complainants	14	10	9	21	18	18
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's	0	0	0	6	0	1
Complaints Pending in Hearing	12	10	8	14	9	11
Complaints Pending Final Agency	2	0	0	9	9	10
Complaints Pending Appeal with EEOC Office of Federal Operations	2	3	7	4	9	12

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	0	0	0	0	0	0