

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

National Park Service:NPS (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	77	80	67	74	84	59
Number of Complainants	73	77	66	73	83	59
Repeat Filers	4	3	1	1	1	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	26	33	16	22	26	20
Color	12	10	9	9	7	9
Religion	6	3	6	4	3	2
Reprisal	40	41	31	45	47	38
Sex	34	26	23	19	36	24
PDA	0	1	0	0	1	0
National Origin	2	14	3	6	5	8
Equal Pay Act	0	0	2	2	0	0
Age	28	25	24	28	26	20
Disability	32	19	26	34	30	26
Genetics	0	0	0	3	0	1
Non-EEO	3	2	4	3	3	1

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	11	18	14	2	7	1
Assignment of Duties*	6	8	4	0	0	0
Awards	1	0	0	1	0	1
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	1	1	0	0
Disciplinary Action: Reprimand**	4	3	2	0	0	0
Disciplinary Action: Suspension	5	4	5	4	2	5
Disciplinary Action: Removal	5	2	0	3	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	9	9	9
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	3	3	1	0	0	0
Perf. Eval./ Appraisal	6	3	6	6	8	12
Examination/Test	0	3	0	0	0	0
Harassment: Non-Sexual	30	25	26	35	50	38
Harassment: Sexual	4	1	0	0	3	3
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	4	2	5	4	2
Promotion/Non-Selection	8	4	10	12	16	4
Reassignment: Denied/Directed	0	0	0	1	1	2
Reassignment: Directed	2	3	1	0	0	0
Reasonable Accommodation	11	5	11	15	7	9
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	1	0	0
Retirement*	0	0	2	0	0	0
Sex-Stereotyping	0	1	0	1	2	0
Telework	1	0	2	2	1	3
Termination	6	7	4	6	4	7
Terms/Conditions of Employment*	8	8	6	0	0	0
Time and Attendance	7	3	2	3	3	4
Training	3	2	1	1	3	4
Other Terms/Conditions of Employment*	0	0	0	20	21	29

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	155.99	166.32	170.48	186.58	230.94	280.78
Average days in Final Action for all cases pending during FY	97.56	120.07	37.2	103.73	35.9	27.00
Average days in Investigation with	154.19	169.33	189.03	183.11	235.89	281.26
Average days in Final Action with	81.13	63.6	27.84	44.29	15.8	27.00
Average Days in Investigation without Hearing	159.72	156.5	179.12	194.63	221.48	280.13
Average Days in Final Action without Hearing	143.27	186.67	52.79	312.8	96.2	0.00

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	6	7	8	2	5	3
Average Days Pending Prior to Dismissal	120.67	149.14	190.11	177	166.4	127.33
Total Complaints Withdrawn by Complainants	9	9	6	5	6	4

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	1		6		0		1		1		3	
Findings Without Hearing	1	100	5	83	0	0	0	0	1	100	1	33
Findings With	0	0	1	17	0	0	1	100	0	0	2	67

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	1		6		0		1		1		3	
Race	0	0.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	2	33.33	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	100.0	2	33.33	0	0.00	1	100.0	1	100.0	2	66.67
Sex	0	0.00	3	50.00	0	0.00	0	0.00	1	100.0	1	33.33
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	2	33.33	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	1	16.67	0	0.00	0	0.00	0	0.00	1	33.33
Disability	0	0.00	1	16.67	0	0.00	0	0.00	1	100.0	1	33.33
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		1		0		1		0		2	
Race	0	0.00	1	100.0	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	1	100.0	0	0.00	1	100.0	0	0.00	1	50.00
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	1	100.0	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	1	50.00
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	1		5		0		0		1		1	
Race	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	2	40.00	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	100.0	1	20.00	0	0.00	0	0.00	1	100.0	1	100.00
Sex	0	0.00	3	60.00	0	0.00	0	0.00	1	100.0	1	100.00
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	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	1	100.00
Disability	0	0.00	1	20.00	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	61	54	44	45	50	75
Total Complainants	60	52	42	42	48	70
Complaints Pending Investigation	0	0	0	0	0	5
ROI issued, pending Complainant's	0	0	1	0	2	3
Complaints Pending in Hearing	50	52	37	22	22	36
Complaints Pending Final Agency	11	2	5	19	26	31
Complaints Pending Appeal with EEOC Office of Federal Operations	20	16	14	10	11	16

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	1	4	22