

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Office of the Secretary:OS (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	37	11	24	26	25	23
Number of Complainants	37	11	23	26	24	23
Repeat Filers	0	0	1	0	1	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	11	6	13	8	12	9
Color	6	0	4	5	7	5
Religion	0	0	0	0	3	3
Reprisal	20	8	14	16	14	11
Sex	19	4	5	9	11	9
PDA	0	0	0	0	0	0
National Origin	2	1	4	4	5	8
Equal Pay Act	0	0	1	0	0	0
Age	14	4	8	15	12	10
Disability	14	3	6	6	10	13
Genetics	1	0	0	0	0	0
Non-EEO	1	0	0	0	0	0

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	1	0	0	0	0	0
Assignment of Duties*	1	1	2	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	3
Disciplinary Action: Reprimand**	2	1	1	0	0	0
Disciplinary Action: Suspension	0	0	0	2	2	0
Disciplinary Action: Removal	4	0	0	1	1	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	5	1	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	4	6	1	0	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	21	3	14	12	17	16
Harassment: Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	1	0	0
Promotion/Non-Selection	8	3	4	8	7	1
Reassignment: Denied/Directed	0	0	0	1	0	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation	5	0	1	1	1	6
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	1	0	1	0	0	3
Terms/Conditions of Employment*	12	4	7	0	0	0
Time and Attendance	1	1	0	1	0	2
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	6	12	5

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	184.04	223.28	137.8	191.8	212.25	198.75
Average days in Final Action for all cases pending during FY	111.33	107.51	29.5	83.88	29.4	43.00
Average days in Investigation with	178.27	223.65	193.24	204.9	208.11	205.56
Average days in Final Action with	72.94	65.24	28.77	81.71	12	0.00
Average Days in Investigation without Hearing	179.81	210.17	129	165.6	217.57	200.29
Average Days in Final Action without Hearing	158.09	157.51	39	99	55.5	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	3	6	1	1	2
Average Days Pending Prior to Dismissal	100.67	98.67	56.67	112	126	87.50
Total Complaints Withdrawn by Complainants	3	1	1	2	4	6

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	0		5		0		0		0		0	
Findings Without Hearing	0	0	1	20	0	0	0	0	0	0	0	0
Findings With	0	0	4	80	0	0	0	0	0	0	0	0

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		15		0		0		0		0	
Race	0	0.00	3	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	2	13.33	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	0	0.00	4	26.67	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	3	20.00	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	3	20.00	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 (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		13		0		0		0		0	
Race	0	0.00	3	23.08	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	7.69	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	4	30.77	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	2	15.38	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	3	23.08	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		2		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	1	50.00	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	1	50.00	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 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)
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[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	29	23	8	11	13	18
Total Complainants	29	23	7	10	13	17
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's	0	0	0	0	0	0
Complaints Pending in Hearing	22	22	8	7	6	9
Complaints Pending Final Agency	7	1	0	4	7	6
Complaints Pending Appeal with EEOC Office of Federal Operations	9	18	8	8	7	2

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