

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Department of the Interior (Includes Sub-Level Offices)

For 1st Quarter 2026 for period ending December 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

Part 1 Complaint Activity						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Number of Complaints Filed	240	257	264	282	248	25
Number of Complainants	232	249	260	272	240	25
Repeat Filers	8	8	4	10	8	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	83	60	76	84	85	8
Color	20	27	31	39	31	2
Religion	12	32	14	14	10	0
Reprisal	152	125	148	157	148	14
Sex	94	79	84	116	90	11
PDA	2	1	1	4	2	0
National Origin	34	25	27	36	37	5
Equal Pay Act	2	4	3	0	1	2
Age	76	77	102	96	70	6
Disability	76	84	108	108	128	17
Genetics	0	3	5	1	3	1
Non-EEO	8	6	5	10	4	0

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	40	30	11	18	7	1
Assignment of Duties*	26	18	0	0	0	0
Awards	5	2	2	2	1	0
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	1	1	1	0	3	0
Disciplinary Action: Reprimand**	9	6	0	0	0	0
Disciplinary Action: Suspension	15	14	10	9	11	0
Disciplinary Action: Removal	5	3	4	2	11	0
Disciplinary Action: Other Disciplinary Actions**	9	7	29	28	28	3
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	5	4	0	0	0	0
Perf. Eval./ Appraisal	31	28	25	22	30	0
Examination/Test	5	1	1	1	0	0
Harassment: Non-Sexual	114	125	142	165	151	17
Harassment: Sexual	4	2	2	9	5	1
Medical Examination	0	3	3	0	2	0
Pay including overtime	11	10	11	11	6	1
Promotion/Non-Selection	27	35	43	49	25	1
Reassignment: Denied/Directed	2	3	9	7	13	1
Reassignment: Directed	7	1	0	0	0	0
Reasonable Accommodation	25	28	46	34	41	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	16	1	0	1	0
Retirement*	2	4	0	0	0	0
Sex-Stereotyping	1	0	1	2	0	0
Telework	3	11	5	5	9	1
Termination	23	23	20	21	34	4
Terms/Conditions of Employment*	26	23	0	0	0	0
Time and Attendance	12	7	18	16	21	1
Training	6	9	12	6	10	0
Other Terms/Conditions of Employment*	12	17	81	83	75	6

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Average days in Investigation for all cases pending during FY	224.48	179.68	181.59	222.13	243.6	242.78
Average days in Final Action for all cases pending during FY	108.1	46.31	92.45	40.2	31.88	0.00
Average days in Investigation with	225.26	198.57	182.48	226.59	246.39	176.56
Average days in Final Action with	66.07	34.61	44.64	13.25	16.91	0.00
Average Days in Investigation without Hearing	210.81	173.35	184.26	215.87	247.09	287.38
Average Days in Final Action without Hearing	157.12	62.4	221.38	96.89	173	0.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total Complaints Dismissed by	21	26	6	11	9	0
Average Days Pending Prior to Dismissal	178.18	101.77	207.17	230.27	149.11	0.00
Total Complaints Withdrawn by Complainants	22	14	14	20	41	2

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12-31)	FY 2026 % (thru 12-31)
Total Number	26		2		4		2		7		0	
Findings Without Hearing	21	81	1	50	2	50	2	100	2	29	0	0
Findings With	5	19	1	50	2	50	0	0	5	71	0	0

Part 7 Finding of Discrimination by Basis

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Total Number Findings	36		2		4		2		7		0	
Race	8	30.77	0	0.00	1	20.00	0	0.00	1	14.29	0	0.00
Color	4	15.38	0	0.00	0	0.00	0	0.00	1	14.29	0	0.00
Religion	1	3.85	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
Reprisal	20	76.92	1	50.00	2	40.00	1	50.00	5	71.43	0	0.00
Sex	12	46.15	0	0.00	0	0.00	1	50.00	3	42.86	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	2	7.69	0	0.00	0	0.00	0	0.00	1	14.29	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	4	15.38	0	0.00	0	0.00	0	0.00	2	28.57	0	0.00
Disability	8	30.77	1	50.00	1	20.00	2	100.0	3	42.86	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	1	14.29	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Findings After Hearing	14		1		2		0		5		0	
Race	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	20.00	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	5	100.0	1	100.0	2	100.0	0	0.00	3	60.00	0	0.00
Sex	2	40.00	0	0.00	0	0.00	0	0.00	2	40.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	20.00	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	3	60.00	0	0.00	1	50.00	0	0.00	3	60.00	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	1	20.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Finding Without Hearing	22		1		2		2		2		0	
Race	4	19.05	0	0.00	1	33.33	0	0.00	1	50.00	0	0.00
Color	3	14.29	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
Religion	1	4.76	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Reprisal	15	71.43	0	0.00	0	0.00	1	50.00	2	100.0	0	0.00
Sex	10	47.62	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	4.76	0	0.00	0	0.00	0	0.00	1	50.00	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	4	19.05	0	0.00	0	0.00	0	0.00	2	100.0	0	0.00
Disability	5	23.81	1	100.0	0	0.00	2	100.0	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

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Total Number Findings	26		2		5		2		7		0	
Appointment/Hire	3	12	0	0	2	40	0	0	0	0	0	0
Assignment of Duties*	8	31	0	0	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	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**	2	8	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	1	50	0	0	0	0
Disciplinary Action: Removal	1	4	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	1	14	0	0
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	3	12	1	50	0	0	0	0	1	14	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	2	8	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	15	58	0	0	1	20	0	0	3	43	0	0
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	8	0	0	0	0	0	0	2	29	0	0
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	7	27	1	50	1	20	1	50	1	14	0	0
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	3	12	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	14	0	0
Terms/Conditions of Employment*	10	42	0	0	0	0	0	0	0	0	0	0
Time and Attendance	3	12	0	0	0	0	0	0	0	0	0	0
Training	1	4	0	0	0	0	0	0	1	14	0	0
Other Terms/Conditions of Employment*	1	0	0	0	1	20	0	0	3	43	0	0

Part 8 Finding of Discrimination by Issue (with Hearing)

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Findings After Hearing	5		1		2		0		5		0	
Appointment/Hire	1	20	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	4	80	0	0	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	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**	1	20	0	0	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	1	20	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	1	20	0	0
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	3	60	1	100	0	0	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	4	80	0	0	1	50	0	0	3	60	0	0
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	1	20	0	0
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	2	40	0	0	1	50	0	0	1	20	0	0
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	1	20	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	20	0	0
Terms/Conditions of Employment*	4	80	0	0	0	0	0	0	0	0	0	0
Time and Attendance	3	60	0	0	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*	0	0	0	0	1	50	0	0	2	40	0	0

Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 12-31)	FY 2026 % (thru 12-31)
Findings Without Hearing	21		1		3		2		2		0	
Appointment/Hire	3	10	0	0	2	67	0	0	0	0	0	0
Assignment of Duties*	4	19	0	0	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	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**	1	5	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	1	50	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	2	10	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	11	52	0	0	0	0	0	0	0	0	0	0
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	10	0	0	0	0	0	0	1	50	0	0
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	5	24	1	100	0	0	1	50	0	0	0	0
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	2	10	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	6	33	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	5	0	0	0	0	0	0	1	50	0	0
Other Terms/Conditions of Employment*	1	0	0	0	0	0	0	0	1	50	0	0

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	199	136	156	194	278	486
Total Complainants	191	127	143	182	249	427
Complaints Pending Investigation	1	0	0	0	5	115
ROI issued, pending Complainant's	0	1	15	2	5	15
Complaints Pending in Hearing	183	112	75	74	122	168
Complaints Pending Final Agency	14	19	73	117	134	163
Complaints Pending Appeal with EEOC Office of Federal Operations	78	65	59	71	56	49

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time	9	2	3	4	20	26