

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Department of the Interior (Includes Sub-Level Offices)

For 2nd Quarter 2026 for period ending March 31, 2026

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 03-31)
Number of Complaints Filed	240	257	264	282	248	91
Number of Complainants	232	249	260	272	240	91
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 03-31)
Race	83	60	76	84	85	27
Color	20	27	31	39	31	7
Religion	12	32	14	14	10	2
Reprisal	152	125	148	157	148	53
Sex	94	79	84	116	90	41
PDA	2	1	1	4	2	1
National Origin	34	25	27	36	37	14
Equal Pay Act	2	4	3	0	1	2
Age	76	77	102	96	70	26
Disability	76	84	108	108	128	51
Genetics	0	3	5	1	3	2
Non-EEO	8	6	5	10	4	3

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
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	1
Disciplinary Action: Other Disciplinary Actions**	9	7	29	28	28	8
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	8
Examination/Test	5	1	1	1	0	0
Harassment: Non-Sexual	114	125	142	165	151	55
Harassment: Sexual	4	2	2	9	5	5
Medical Examination	0	3	3	0	2	0
Pay including overtime	11	10	11	11	6	2
Promotion/Non-Selection	27	35	43	49	25	4
Reassignment: Denied/Directed	2	3	9	7	13	4
Reassignment: Directed	7	1	0	0	0	0
Reasonable Accommodation	25	28	46	34	41	20
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	16	1	0	1	1
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	13
Terms/Conditions of Employment*	26	23	0	0	0	0
Time and Attendance	12	7	18	16	21	3
Training	6	9	12	6	10	1
Other Terms/Conditions of Employment*	12	17	81	83	75	28

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Average days in Investigation for all cases pending during FY	224.48	179.68	181.59	222.13	243.6	270.97
Average days in Final Action for all cases pending during FY	108.1	46.31	92.45	40.2	31.88	11.86
Average days in Investigation with	225.26	198.57	182.48	226.59	246.39	269.50
Average days in Final Action with	66.07	34.61	44.64	13.25	16.91	8.58
Average Days in Investigation without Hearing	210.81	173.35	184.26	215.87	247.09	274.13
Average Days in Final Action without Hearing	157.12	62.4	221.38	96.89	173	66.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Total Complaints Dismissed by	21	26	6	11	9	4
Average Days Pending Prior to Dismissal	178.18	101.77	207.17	230.27	149.11	191.25
Total Complaints Withdrawn by Complainants	22	14	14	20	41	4

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 03-31)	FY 2026 % (thru 03-31)
Total Number	26		2		4		2		7		1	
Findings Without Hearing	21	81	1	50	2	50	2	100	2	29	1	100
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 03- 31)	FY 2026 % (thru 03- 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	1	100.00
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	1	100.00
Disability	8	30.77	1	50.00	1	20.00	2	100.0	3	42.86	1	100.00
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 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 03-31)	FY 2026 % (thru 03-31)
Total Number Findings	26		2		5		2		7		1	
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	1	100
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 03-31)	FY 2026 % (thru 03-31)
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 03-31)	FY 2026 % (thru 03-31)
Findings Without Hearing	21		1		3		2		2		1	
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	1	100
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 03-31)
Total complaints from previous Fiscal Years	199	136	156	194	278	429
Total Complainants	191	127	143	182	249	380
Complaints Pending Investigation	1	0	0	0	5	62
ROI issued, pending Complainant's	0	1	15	2	5	13
Complaints Pending in Hearing	183	112	75	74	122	168
Complaints Pending Final Agency	14	19	73	117	134	164
Complaints Pending Appeal with EEOC Office of Federal Operations	78	65	59	71	56	45

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time	9	2	3	4	20	22