

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

U.S. Fish and Wildlife Service:FISH (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	24	33	30	29	31	6
Number of Complainants	24	33	30	26	29	6
Repeat Filers	0	0	0	3	2	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Race	8	7	8	5	10	1
Color	2	5	2	4	3	1
Religion	1	3	3	2	1	0
Reprisal	17	17	16	23	25	4
Sex	13	12	7	9	13	3
PDA	0	0	0	2	0	0
National Origin	2	2	3	8	1	2
Equal Pay Act	0	0	0	0	0	0
Age	3	7	8	10	9	0
Disability	9	11	11	13	21	3
Genetics	0	1	0	1	1	0
Non-EEO	1	0	0	1	1	0

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Appointment/Hire	1	1	3	1	0	0
Assignment of Duties*	4	4	0	0	0	0
Awards	1	0	0	1	0	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	0	0	0	0	0
Disciplinary Action: Suspension	6	4	0	2	1	0
Disciplinary Action: Removal	0	0	0	0	1	0
Disciplinary Action: Other Disciplinary Actions**	0	0	3	4	6	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	2	0	0	0	0
Perf. Eval./ Appraisal	2	0	2	2	1	2
Examination/Test	0	0	0	1	0	0
Harassment: Non-Sexual	14	17	22	23	20	5
Harassment: Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	1	0
Pay including overtime	0	2	0	2	3	0
Promotion/Non-Selection	2	9	6	4	7	1
Reassignment: Denied/Directed	0	0	0	3	4	1
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation	4	5	5	6	8	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	1	0	1	0
Termination	1	2	2	6	6	2
Terms/Conditions of Employment*	3	2	0	0	0	0
Time and Attendance	0	0	2	4	8	0
Training	0	2	5	1	2	0
Other Terms/Conditions of Employment*	0	0	9	8	10	3

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	10	9	23	18	23	45
Total Complainants	10	9	21	18	18	38
Complaints Pending Investigation	0	0	0	0	0	4
ROI issued, pending Complainant's	0	0	6	0	1	2
Complaints Pending in Hearing	10	8	14	9	11	24
Complaints Pending Final Agency	0	0	9	9	10	13
Complaints Pending Appeal with EEOC Office of Federal Operations	3	7	4	9	12	5

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	0	0	0	0	0	0