

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Office of the Secretary:OS (Includes Sub-Level Offices)

For 3rd Quarter 2026 for period ending June 30, 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 06-30) |
| Number of Complaints Filed | 11      | 24      | 26      | 25      | 23      | 10                   |
| Number of Complainants     | 11      | 23      | 26      | 24      | 23      | 10                   |
| Repeat Filers              | 0       | 1       | 0       | 1       | 0       | 0                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Race                       | 6       | 13      | 8       | 12      | 9       | 2                    |
| Color                      | 0       | 4       | 5       | 7       | 5       | 1                    |
| Religion                   | 0       | 0       | 0       | 3       | 3       | 0                    |
| Reprisal                   | 8       | 14      | 16      | 14      | 11      | 9                    |
| Sex                        | 4       | 5       | 9       | 11      | 9       | 3                    |
| PDA                        | 0       | 0       | 0       | 0       | 0       | 0                    |
| National Origin            | 1       | 4       | 4       | 5       | 8       | 2                    |
| Equal Pay Act              | 0       | 1       | 0       | 0       | 0       | 0                    |
| Age                        | 4       | 8       | 15      | 12      | 10      | 4                    |
| Disability                 | 3       | 6       | 6       | 10      | 13      | 7                    |
| Genetics                   | 0       | 0       | 0       | 0       | 0       | 0                    |
| Non-EEO                    | 0       | 0       | 0       | 0       | 0       | 0                    |

| Part 3 Complaints By Issue                        |         |         |         |         |         |                      |
|---------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                                   | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Appointment/Hire                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Assignment of Duties*                             | 1       | 2       | 0       | 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       | 3       | 0                    |
| Disciplinary Action: Reprimand**                  | 1       | 1       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Suspension                   | 0       | 0       | 2       | 2       | 0       | 0                    |
| Disciplinary Action: Removal                      | 0       | 0       | 1       | 1       | 1       | 0                    |
| Disciplinary Action: Other Disciplinary Actions** | 0       | 0       | 5       | 1       | 2       | 1                    |
| Disciplinary Action: Other 2**                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Duty Hours*                                       | 0       | 0       | 0       | 0       | 0       | 0                    |
| Perf. Eval./ Appraisal                            | 4       | 6       | 1       | 0       | 1       | 1                    |
| Examination/Test                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Harassment: Non-Sexual                            | 3       | 14      | 12      | 17      | 16      | 10                   |
| Harassment: Sexual                                | 0       | 0       | 0       | 0       | 0       | 0                    |
| Medical Examination                               | 0       | 0       | 0       | 0       | 0       | 0                    |
| Pay including overtime                            | 0       | 0       | 1       | 0       | 0       | 0                    |
| Promotion/Non-Selection                           | 3       | 4       | 8       | 7       | 1       | 0                    |
| Reassignment: Denied/Directed                     | 0       | 0       | 1       | 0       | 0       | 1                    |
| Reassignment: Directed                            | 0       | 0       | 0       | 0       | 0       | 0                    |
| Reasonable Accommodation                          | 0       | 1       | 1       | 1       | 6       | 2                    |
| Reinstatement*                                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Religious Accommodation                           | 0       | 0       | 0       | 0       | 0       | 0                    |
| Retirement*                                       | 0       | 0       | 0       | 0       | 0       | 0                    |
| Sex-Stereotyping                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Telework                                          | 0       | 0       | 0       | 0       | 0       | 0                    |
| Termination                                       | 0       | 1       | 0       | 0       | 3       | 1                    |
| Terms/Conditions of Employment*                   | 4       | 7       | 0       | 0       | 0       | 0                    |
| Time and Attendance                               | 1       | 0       | 1       | 0       | 2       | 0                    |
| Training                                          | 0       | 0       | 0       | 0       | 0       | 1                    |
| Other Terms/Conditions of Employment*             | 0       | 0       | 6       | 12      | 5       | 4                    |

#### Part 4 Processing Time (Complaints Pending During FY)

|                                                               | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>06-30) |
|---------------------------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Average days in Investigation for all cases pending during FY | 223.28     | 137.8      | 191.8      | 212.25     | 198.75     | 202.67                     |
| Average days in Final Action for all cases pending during FY  | 107.51     | 29.5       | 83.88      | 29.4       | 43         | 0.00                       |
| Average days in Investigation with                            | 223.65     | 193.24     | 204.9      | 208.11     | 205.56     | 175.00                     |
| Average days in Final Action with                             | 65.24      | 28.77      | 81.71      | 12         | 0          | 0.00                       |
| Average Days in Investigation without Hearing                 | 210.17     | 129        | 165.6      | 217.57     | 200.29     | 257.00                     |
| Average Days in Final Action without Hearing                  | 157.51     | 39         | 99         | 55.5       | 0          | 0.00                       |

## Part 5 Complaints Dismissed or Withdrawn

|                                               | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>06-30) |
|-----------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Total Complaints Dismissed by                 | 3          | 6          | 1          | 1          | 2          | 0                          |
| Average Days Pending Prior to Dismissal       | 98.67      | 56.67      | 112        | 126        | 87.5       | 0.00                       |
| Total Complaints Withdrawn by<br>Complainants | 1          | 1          | 2          | 4          | 6          | 1                          |

## Part 6 Total Final Agency Actions Finding Discrimination

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| Part 7 Finding of Discrimination by Basis |                     |                 |                     |                 |                     |                 |                     |                 |                     |                 |                                      |                                  |
|-------------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
|                                           | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-<br>30) | FY 2026<br>%<br>(thru 06-<br>30) |
| Total Number Findings                     | 15                  |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                    |                                  |
| Race                                      | 3                   | 20.00           | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Color                                     | 2                   | 13.33           | 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                                  | 4                   | 26.67           | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Sex                                       | 3                   | 20.00           | 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            | 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                   | 20.00           | 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 7 Finding of Discrimination by Basis (with Hearing)

|                        | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-<br>30) | FY 2026<br>%<br>(thru 06-<br>30) |
|------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Findings After Hearing | 13                  |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                    |                                  |
| Race                   | 3                   | 23.08           | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Color                  | 1                   | 7.69            | 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               | 4                   | 30.77           | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Sex                    | 2                   | 15.38           | 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            | 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                   | 23.08           | 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 7 Finding of Discrimination by Basis (without Hearing)

|                          | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-<br>30) | FY 2026<br>%<br>(thru 06-<br>30) |
|--------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Findings Without Hearing | 2                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                    |                                  |
| Race                     | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Color                    | 1                   | 50.00           | 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            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Sex                      | 1                   | 50.00           | 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            | 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                             |

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[illegible][illegible]

| Part 9 Complaints Pending from Previous FY By Status                |         |         |         |         |         |                            |
|---------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                     | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>06-30) |
| Total complaints from previous Fiscal Years                         | 23      | 8       | 11      | 13      | 18      | 23                         |
| Total Complainants                                                  | 23      | 7       | 10      | 13      | 17      | 23                         |
| Complaints Pending Investigation                                    | 0       | 0       | 0       | 0       | 0       | 0                          |
| ROI issued, pending Complainant's                                   | 0       | 0       | 0       | 0       | 0       | 1                          |
| Complaints Pending in Hearing                                       | 22      | 8       | 7       | 6       | 11      | 9                          |
| Complaints Pending Final Agency                                     | 1       | 0       | 4       | 7       | 6       | 10                         |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 18      | 8       | 8       | 7       | 2       | 4                          |

| Part 10 Complaint Investigations                                |         |         |         |         |         |                            |
|-----------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>06-30) |
| Pending Complaints Where Investigations Exceed<br>Required Time | 0       | 0       | 0       | 0       | 0       | 0                          |