Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Department of the Interior (Includes Sub-Level Offices)

For 4th Quarter 2026 for period ending September 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 09-30)
Number of Complaints Filed	240	257	264	282	248	219
Number of Complainants	232	249	260	272	240	208
Repeat Filers	8	8	4	10	8	10

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Race	83	60	76	84	85	51
Color	20	27	31	39	31	16
Religion	12	32	14	14	10	9
Reprisal	152	125	148	157	148	135
Sex	94	79	84	116	90	80
PDA	2	1	1	4	2	4
National Origin	34	25	27	36	37	23
Equal Pay Act	2	4	3	0	1	2
Age	76	77	102	96	70	60
Disability	76	84	108	108	128	120
Genetics	0	3	5	1	3	5
Non-EEO	8	6	5	10	4	8

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Appointment/Hire	40	30	11	18	7	5
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	7
Disciplinary Action: Removal	5	3	4	2	11	7
Disciplinary Action: Other Disciplinary Actions**	9	7	29	28	28	24
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	16
Examination/Test	5	1	1	1	0	0
Harassment: Non-Sexual	114	125	142	165	151	124
Harassment: Sexual	4	2	2	9	5	15
Medical Examination	0	3	3	0	2	0
Pay including overtime	11	10	11	11	6	5
Promotion/Non-Selection	27	35	43	49	25	9
Reassignment: Denied/Directed	2	3	9	7	13	13
Reassignment: Directed	7	1	0	0	0	0
Reasonable Accommodation	25	28	46	34	41	51
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	5
Termination	23	23	20	21	34	29
Terms/Conditions of Employment*	26	23	0	0	0	0
Time and Attendance	12	7	18	16	21	13
Training	6	9	12	6	10	2
Other Terms/Conditions of Employment*	12	17	81	83	75	71

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Average days in Investigation for all cases pending during FY	224.48	179.68	181.59	222.13	243.6	270.78
Average days in Final Action for all cases pending during FY	108.1	46.31	92.45	40.2	31.88	28.56
Average days in Investigation with	225.26	198.57	182.48	226.59	246.39	256.20
Average days in Final Action with	66.07	34.61	44.64	13.25	16.91	8.17
Average Days in Investigation without Hearing	210.81	173.35	184.26	215.87	247.09	288.43
Average Days in Final Action without Hearing	157.12	62.4	221.38	96.89	173	94.52

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Total Complaints Dismissed by	21	26	6	11	9	20
Average Days Pending Prior to Dismissal	178.18	101.77	207.17	230.27	149.11	122.60
Total Complaints Withdrawn by Complainants	22	14	14	20	41	10

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 09-30)	FY 2026 % (thru 09-30)
Total Number	26		2		4		2		7		2	
Findings Without Hearing	21	81	1	50	2	50	2	100	2	29	2	100
Findigs 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 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	36		2		4		2		7		2	
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	2	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	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 09-30)	FY 2026 % (thru 09-30)
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 09-30)	FY 2026 % (thru 09-30)
Finding Without Hearing	22		1		2		2		2		2	
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	2	100.00
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 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	26		2		5		2		7		2	
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	2	100
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 09-30)	FY 2026 % (thru 09-30)
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 09-30)	FY 2026 % (thru 09-30)
Findings Without Hearing	21		1		3		2		2		2	
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	2	100
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 09-30)
Total complaints from previous Fiscal Years	199	136	156	194	278	232
Total Complainants	191	127	143	182	249	213
Complaints Pending Investigation	1	0	0	0	5	8
ROI issued, pending Complainant's	0	1	15	2	5	1
Complaints Pending in Hearing	183	112	75	74	122	118
Complaints Pending Final Agency	14	19	73	117	134	91
Complaints Pending Appeal with EEOC Office of Federal Operations	78	65	59	71	56	50

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	9	2	3	4	20	17