**Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:**

**Civilian (Includes Sub-Level Offices)**

**For 1st Quarter 2025 for period ending December 31, 2024**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Complaint Activity** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2025**  **Thru 12-31** |
| **2020** | **2021** | **2022** | **2023** | **2024** |
| Number of Complaints Filed | 41 | 29 | 53 | 45 | 43 | 10 |
| Number of Complainants | 40 | 26 | 50 | 41 | 41 | 10 |
| Repeat Filers | 1 | 3 | 3 | 3 | 2 | 0 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Part 2 Complaints by Basis** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2025**  **Thru**  **12-31** |
| *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.* | **2020** | **2021** | **2022** | **2023** | **2024** |
| Race | 12 | 10 | 20 | 13 | 14 | 3 |
| Color | 7 | 3 | 12 | 5 | 6 | 2 |
| Religion | 2 | 0 | 3 | 1 | 1 | 0 |
| Reprisal | 24 | 18 | 25 | 28 | 35 | 4 |
| Sex | 17 | 4 | 20 | 14 | 15 | 2 |
| PDA | 0 | 0 | 1 | 0 | 0 | 0 |
| National Origin | 8 | 3 | 6 | 2 | 7 | 1 |
| Equal Pay Act | 0 | 0 | 1 | 2 | 0 | 0 |
| Age | 11 | 11 | 19 | 17 | 12 | 3 |
| Disability | 13 | 16 | 17 | 15 | 20 | 4 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 4 | 4 | 5 | 4 | 1 | 0 |

|  |  |  |  |  |  |  |
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| **Part 3 Complaints by Issue** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2025**  **Thru 12-31** |
| ***Note: 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.***  ***The 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 the second row has been deprecated for the current FY starting in FY2023.*** | **2020** | **2021** | **2022** | **2023** | **2024** |
| Appointment/Hire | 5 | 2 | 6 | 7 | 0 | 1 |
| Assignment of Duties\* | 3 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 1 | 0 | 0 |
| Conversion to Full Time/Perm Status\* | 0 | 0 | 0 | 0 | 0 | 0 |
| **Disciplinary Action** | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Reprimand\*\* | 3 | 2 | 0 | 0 | 0 | 0 |
| Suspension | 4 | 5 | 1 | 3 | 0 | 1 |
| Removal | 3 | 1 | 3 | 2 | 1 | 1 |
| Other Disciplinary Actions\*\* | 0 | 0 | 0 | 0 | 3 | 0 |
| Other 2\*\* | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours\* | 1 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval. / Appraisal | 6 | 1 | 9 | 5 | 5 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 1 | 0 |
| **Harassment** | | | | | | |
| Non-Sexual | 23 | 16 | 23 | 24 | 28 | 6 |
| Sexual | 0 | 1 | 2 | 0 | 4 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 2 | 1 | 1 | 2 | 2 | 0 |
| Promotion/Non-Selection | 7 | 1 | 3 | 3 | 3 | 2 |
| **Reassignment** | | | | | | |
| Reassignment: Denied/Directed | 1 | 0 | 0 | 0 | 0 | 0 |
| Directed | 2 | 0 | 1 | 3 | 3 | 0 |
| Reasonable Accommodation Disability | 5 | 7 | 9 | 5 | 5 | 0 |
| 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 | 1 | 0 | 2 | 1 | 1 | 0 |
| Termination | 2 | 2 | 5 | 3 | 3 | 0 |
| Terms/Conditions of Employment\* | 10 | 8 | 0 | 0 | 0 | 0 |
| Time and Attendance | 2 | 3 | 5 | 3 | 3 | 1 |
| Training | 1 | 0 | 0 | 0 | 1 | 1 |
| Other Terms/Conditions of Employment\* | 0 | 0 | 0 | 0 | 11 | 3 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| User Defined - Other 1\* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2\* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3\* | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4\* | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | |

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| **Part 4 Processing Time** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2025**  **Thru 12-31** |
| **2020** | **2021** | **2022** | **2023** | **2024** |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 127.95 | 114.43 | 108.72 | 122.11 | 133.83 | 163.40 |
| Average number of days in final action | 183.35 | 162.09 | 97.6 | 35.59 | 47.52 | 33.00 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 126.79 | 122.11 | 106.58 | 120.96 | 139.32 | 152.00 |
| Average number of days in final action | 70.4 | 43.25 | 90.42 | 24.74 | 34.00 | 0.00 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 132.24 | 100.82 | 115.58 | 128.09 | 128.91 | 182.50 |
| Average number of days in final action | 289.25 | 313.18 | 104.23 | 56.2 | 62.90 | 33.00 |

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| **Part 5 Complaints Dismissed by Agency** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2025**  **Thru 12-31** |
| **2020** | **2021** | **2022** | **2023** | **2024** |
| Total Complaints Dismissed by Agency | 6 | 6 | 4 | 9 | 8 | 0 |
| Average days pending prior to dismissal | 168 | 96 | 64 | 76 | 86.60 | 0.00 |
| **Complaints Withdrawn by Complainants** | | | | | | |
| Total Complaints Withdrawn by Complainants | 6 | 0 | 3 | 1 | 4 | 3 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Part 6 Total Final Agency Actions Finding Discrimination** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2025**  **Thru 12-31** | |
| **2020** | | **2021** | | **2022** | | **2023** | | **2024** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| Total Number Findings | 1 |  | 2 |  | 0 |  | 0 |  | 0 |  | 0 |  |
| Without Hearing | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 1 | 100 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Part 7 Findings of Discrimination Rendered by Basis** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2025**  **Thru 12-31** | |
| Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings. | **2020** | | **2021** | | **2022** | | **2023** | | **2024** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | 1 |  | 2 |  | 1 |  | 0 |  | 0 |  | 0 |  |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | | | | | | | |
| **Findings After Hearing** | 1 |  | 1 |  | 0 |  | 0 |  | 0 |  | 0 |  |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Disability | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | | | | | | | |
| **Findings Without Hearing** | 0 |  | 1 |  | 1 |  | 0 |  | 0 |  | 0 |  |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

***Starting in FY2022, issues marked with:***

***\* are reported under Other Terms / Conditions of Employment.***

***\*\* are reported under Other Disciplinary Actions***

***The 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 the second row***

***has been deprecated for the current FT starting in FY2023.***

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Part 8 Findings of Discrimination Rendered by Issue** | **Comparative Data** | | | | | | | | | | | |
| **Previous Fiscal Year Data** | | | | | | | | | | **2025** | |
| **Thru 12-31** | |
| **2020** | | **2021** | | **2022** | | **2023** | | **2024** | |
| **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** | **#** | **%** |
| **Total Number Findings** | 1 |  | 2 |  | 1 |  | 0 |  | 0 |  | 0 |  |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties\* | 0 | 0 | 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 Status\* | 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 |
| Reprimand\*\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |
| 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 | 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 |
| Non-Sexual | 1 | 100 | 0 | 0 | 1 | 100 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement\* | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment\* | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| User Defined - Other 1\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | | | | | | | |
| **Findings After Hearing** | 1 |  | 1 |  | 0 |  | 0 |  | 0 |  | 0 |  |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties\* | 0 | 0 | 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/Perm Status\* | 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 |
| Reprimand\*\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |
| 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 | 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 |
| Non-Sexual | 1 | 100 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment\* | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 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\* | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined – Other 1\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined – Other 2\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined – Other 3\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined – Other 4\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | | | | | | | |
| **Findings Without Hearing** | 0 |  | 1 |  | 1 |  | 0 |  | 0 |  | 0 |  |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties\* | 0 | 0 | 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 Status\* | 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 |
| Reprimand\*\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | 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 |
| Non-Sexual | 0 | 0 | 0 | 0 | 1 | 100 | 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 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment\* | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 1\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4\* | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | | | | | | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Comparative Data** | | | | | |
| **Part 9 Pending Complaints Filed in Previous Fiscal Years by** | **Previous Fiscal Year Data** | | | | | **2025** |
| **Status** | **Thru**  **12-31** |
| **2020** | **2021** | **2022** | **2023** | **2024** |
|  |  |
| Total complaints from previous Fiscal Years | 55 | 29 | 10 | 11 | 6 | 25 |
| Total Complainants | 48 | 25 | 10 | 11 | 5 | 23 |
| **Number complaints pending** | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 7 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 2 |
| Hearing | 33 | 18 | 9 | 8 | 6 | 13 |
| Final Agency Action | 20 | 11 | 1 | 4 | 0 | 1 |
| Appeal with EEOC Office of Federal Operations | 21 | 28 | 39 | 22 | 10 | 10 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Part 10 Complaint Investigations** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | | **2025**  **Thru**  **12-31** |
| **2020** | **2021** | **2022** | **2023** | **2024** |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 |

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Elijah E. Cummings Federal Employee Anti-Discrimination Act of 2020 Addendum Civilian (and below)

**For 1st Quarter 2025 for period ending December 31, 2024**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Date of Finding(s)** | | | **Agency** | **Law Violated** | | | | | | | | | **Disciplinary Action Decision** | |
| **Title VII** | **PDA** | | **Age** | **Rehab Act** | | **EPA** | | **GINA** |
| **2025**  **Thru Dec 31** | | 0 | USCG | 0 | 0 | 0 | | 0 | 0 | | 0 | | | 0 |
| **Previous Fiscal Year Data** | **2024** | 0 | USCG | 0 | 0 | 0 | | 0 | 0 | | 0 | | | 0 |
| **2023** | 0 | USCG | 0 | 0 | 0 | | 0 | 0 | | 0 | | | 0 |
| **2022** | 6/28/2022 | USCG | 1 | 0 | 0 | | 0 | 0 | | 0 | | | N |
| **2021** | 1/26/2021 | USCG | 0 | 0 | 0 | | 1 | 0 | | 0 | | | N |
| 1/5/2021 | 0 | 0 | 0 | | 1 | 0 | | 0 | | | N |
| **2020** | 9/3/2020 | USCG | 1 | 0 | 0 | | 0 | 0 | | 0 | | | N |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***Class Complaints*** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | |  |
| **2020** | **2021** | **2022** | **2023** | **2024** | **2025**  **Thru**  **12-31** |
|  | | | | | |
| Number of Class Complaints Filed | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **2025**  **Thru Dec 31** | | **Date Filed** | **#**  **Plaintiffs** | **Case Summary** | **Case Status** | **Class Certified** |
| 0 | 0 | 0 | 0 | 0 |
| **Previous Fiscal Year Data** | **2024** | 0 | 0 | 0 | 0 | 0 |
| **2023** | 0 | 0 | 0 | 0 | 0 |
| **2022** | 0 | 0 | 0 | 0 | 0 |
| **2021** | 0 | 0 | 0 | 0 | 0 |
| **2020** | 0 | 0 | 0 | 0 | 0 |

## Elijah E. Cummings Federal Employee Anti- Discrimination Act of 2020 Addendum

**Civilian (and below)**

**For 1st Quarter 2025 for period ending December 31, 2024**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***Class Complaints Finding Discrimination*** | **Comparative Data** | | | | | |
| **Previous Fiscal Year Data** | | | | |  |
| **2020** | **2021** | **2022** | **2023** | **2024** | **2025**  **Thru**  **Dec 31** |
|  | | | | | |
| Total Number of Class Complaint Findings | 0 | 0 | 0 | 0 | 0 | 0 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ***Class Complaint Findings Details*** | | | | |
| ***Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and***  ***findings.*** | | **Date of Finding(s)** | **Agency** | **Case Number(s)** |
| **2025**  **Thru Dec 31** | | 0 | USCG | 0 |
| **Previous Fiscal Year Data** | **2024** | 0 | USCG | 0 |
| **2023** | 0 | USCG | 0 |
| **2022** | 0 | USCG | 0 |
| **2021** | 0 | USCG | 0 |
| **2020** | 0 | USCG | 0 |