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

	Comparative Data												
Complaint Activity		2025											
2020 2021		2022	2023	2024	Thru 12-31								
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							

Dout 2 Compulsints by Dosis		Com	parative	e Data		
Part 2 Complaints by Basis	Previ	ous Fis	cal Yea	r Data		2025
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	Thru 12-31
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

Port 2 Complaints by loons		Comparative Data							
Part 3 Complaints by Issue	Previ	Previous Fiscal Year Data							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	2025 Thru 12-31			
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.	5	2	6	7	0	4			
Appointment/Hire	5		٥		0	1			
Assignment of Duties*	3	0	0	0	0	0			

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Civilian (Includes Sublevel Offices) For 1st Quarter 2025 for period ending December 31, 2024

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

		<u> </u>				
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

		(Comparat	ive Data						
Part 4 Processing Time		Previous	Fiscal Ye	Fiscal Year Data						
	2020	2021	2022	2023	2024	Thru 12-31				
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 wa	s requested	k								
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	s not reque	sted								
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				

	Comparative Data										
Part 5 Complaints Dismissed by Agency	F	2025 Thru									
	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	n by Complainants										
Total Complaints Withdrawn by Complainants	6	0	3	1	4	3					

	Comparative Data												
Part & Total Final Aganay Actions Finding	Previous Fiscal Year Data										2025 Thru		
Part 6 Total Final Agency Actions Finding Discrimination	202	20	0 2021		2022		202	23	20			-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
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				C	om	parat	ive [Data				
Basis		P	revi	ious	Fis	cal Ye	ar D	ata				025
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints	202	20	20	021	20	22	20	23	2	024		hru 2-31
and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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:

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	
	2020		2021		2022		2023		2024		Thru 1 12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

^{*} are reported under Other Terms / Conditions of Employment.

^{**} are reported under Other Disciplinary Actions

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Civilian (Includes Sublevel Offices) For 1st Quarter 2025 for period ending December 31, 2024

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

	1	1				-						
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
	1			_								1

_											
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
1		1		0		0		0		0	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
1	100	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	O	O O O O O O O O O O O O O O O O O O O	O O O O O O O O O O O O O O O O O O O	O O O O O O O O O O O O O O O O O O O	O O O O O O O O O O O O O O O O O O O	O O O O O O O O O O O O O O O O O O O	O O O O O O O O O O O O O O O O O O O	O	O	O	O

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 Status	Previous Fiscal Year Data										
	2020	2021	2022	2023	2024	12-31					
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					

	Comparative Data										
Part 10 Complaint Investigations	Previous Fiscal Year Data										
	2020	2021	2022	2023	2024	12-31					
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

					_	Law	Violated			
Date o	Date of Finding(s)		Agency	Title VII	PDA	Age	Rehab Act	EPA	GINA	Disciplinary Action Decision
)25 nru e 31	0	USCG	0	0	0	0	0	0	0
	2024	0	USCG	0	0	0	0	0	0	0
Previous Fiscal	2023	0	USCG	0	0	0	0	0	0	0
Year Data	2022	6/28/2022	USCG	1	0	0	0	0	0	N
	2021	1/26/2021	USCG	0	0	0	1	0	0	N
	2021	1/5/2021	/2021 USCG 0	0	0	1	0	0	N	
	2020	9/3/2020	USCG	1	0	0	0	0	0	N

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

202	25	Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
Th Dec		0	0	0	0	0
Previous Fiscal	2024	0	0	0	0	0
Year Data	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

	Comparative Data											
Class Complaints Finding Discrimination												
_	2020	2021	2022	2023	2024	2025						
						Thru Dec 31						
Total Number of Class Complaint Findings	0	0	0	0	0	0						

Class Com	Class Complaint Findings Details										
filed alleging bases. The su bases may no			Agency	Case Number(s)							
Th	2025 Thru Dec 31		USCG	0							
	2024	0	USCG	0							
Previous Fiscal Year	2023	0	USCG	0							
Data	2022	0	USCG	0							
	2021	0	USCG	0							
	2020	0	USCG	0							