

**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
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	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

Part 3 Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	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

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

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

[illegible]

[illegible]

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.

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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

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Part 9 Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2025 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
	2023	0	USCG	0	0	0	0	0	0
	2022	6/28/2022	USCG	1	0	0	0	0	N
	2021	1/26/2021	USCG	0	0	0	1	0	N
		1/5/2021		0	0	0	1	0	N
	2020	9/3/2020	USCG	1	0	0	0	0	N

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

<i>Class Complaints Finding Discrimination</i>	Comparative Data					
	Previous Fiscal Year Data					2025 Thru Dec 31
	2020	2021	2022	2023	2024	
Total Number of Class Complaint Findings	0	0	0	0	0	0

<i>Class Complaint Findings Details</i>				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>		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