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

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

### For 2<sup>nd</sup> Quarter 2025 for period ending March 31, 2025

			Compara	tive Data		
Complaint Activity		2025				
	2020	2020 2021		2023	2024	Thru 03-31
Number of Complaints Filed	41	29	53	45	43	16
Number of Complainants	40	26	50	41	41	16
Repeat Filers	1	3	3	3	2	0

Dout O Commissints has Doois	Comparative 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 03-31				
Race	12	10	20	13	14	5				
Color	7	3	12	5	6	4				
Religion	2	0	3	1	1	0				
Reprisal	24	18	25	28	35	7				
Sex	17	4	20	14	15	4				
PDA	0	0	1	0	0	0				
National Origin	8	3	6	2	7	2				
Equal Pay Act	0	0	1	2	0	0				
Age	11	11	19	17	12	7				
Disability	13	16	17	15	20	8				
Genetics	0	0	0	0	0	0				
Non-EEO	4	4	5	4	1	0				

Dout 2 Compleints 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 03-31			
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.									
Appointment/Hire	5	2	6	7	0	2			
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 2nd Quarter 2025 for period ending March 31, 2025.

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	2
Removal	3	1	3	2	1	1
Other Disciplinary Actions**	0	0	0	0	3	3
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	11
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	1
Reasonable Accommodation Disability	5	7	9	5	5	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0
	0	0	0	0	0	0
Retirement*						
Retirement* Sex-Stereotyping	0	0	0	0	0	0
Retirement* Sex-Stereotyping Telework	0	0	0 2	0	0	0
Retirement* Sex-Stereotyping Telework Termination	0 1 2	0 0 2	0 2 5	0 1 3	0 1 3	0 0
Retirement*  Sex-Stereotyping  Telework  Termination  Terms/Conditions of Employment*	0 1 2 10	0 0 2 8	0 2 5 0	0 1 3 0	0 1 3 0	0 0 0

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	iscal Year Data				
	2020	2021	2022	2023	2024	Thru 03-31		
Complaints pending during fiscal year								
Average number of days in investigation	127.95	114.43	108.72	122.11	133.83	157.00		
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	t						
Average number of days in investigation	126.79	122.11	106.58	120.96	139.32	153.57		
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 wa	s not reque	sted						
Average number of days in investigation	132.24	100.82	115.58	128.09	128.91	158.17		
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									
	2020	2021	2022	2023	2024	Thru 03-31					
Total Complaints Dismissed by Agency	6	6	4	9	8	2					
Average days pending prior to dismissal	168	96	64	76	86.60	108.50					
Complaints Withdrawn by	y Compl	ainants									
Total Complaints Withdrawn by Complainants	6	0	3	1	4	3					

	Comparative Data												
Part & Total Final Aganay Actions Finding	Previous Fiscal Year Data										2025		
Part 6 Total Final Agency Actions Finding Discrimination	20	20	0 2021		2022		2023		2024		Thru 03-31		
	#	%	#	%	#	%	#	%	#	%	#	%	
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 I	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 3-31
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 03-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

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

<sup>\*\*</sup> are reported under Other Disciplinary Actions

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Civilian (Includes Sublevel Offices) for 2nd Quarter 2025 for period ending March 31, 2025.

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		<u> </u>										
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

<b></b>												
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 Status	Pre	2025 Thru									
	2020	2021	2022	2023	2024	03-31					
Total complaints from previous Fiscal Years	55	29	10	11	6	19					
Total Complainants	48	25	10	11	5	18					
Number complaints pending											
Investigation	0	0	0	0	0	1					
ROI issued, pending Complainant's action	0	0	0	0	0	2					
Hearing	33	18	9	8	6	15					
Final Agency Action	20	11	1	4	0	0					
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	03-31					
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 2<sup>nd</sup> Quarter 2025 for period ending March 31, 2025

						Law	Violated			
Date	Date of Finding(s)		Agency	Title VII	PDA	Age	Rehab Act	EPA	GINA	Disciplinary Action Decision
Th Ma	25 nru rch 1	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
Data	2021	1/26/2021	USCG	0	0	0	1	0	0	N
	2021	1/5/2021	0300	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 03-31							
Number of Class Complaints Filed	0	0	0	0	0	0							

202	25	Date Filed	# Plaintiffs	Case Summary	Case Status	Class Certified
Th Mar 31	·ch	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 2<sup>nd</sup> Quarter 2025 for period ending March 31, 2025

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

Class Con	Class Complaint Findings Details											
filed alleging bases. The su bases may no			Agency	Case Number(s)								
Thi Mar	2025 Thru March 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								