

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

FAA (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 30, 2025

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 the second row has been deprecated.

Part 1 Complaint Activity

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	205	141	187	235	225	193
Number of Complainants	197	136	183	222	213	180
Repeat Filers	7	5	4	13	12	11

Part 2 Complaints by Basis

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	80	65	63	66	86	57
Color	20	28	35	35	37	29
Religion	9	7	27	22	10	7
Reprisal	112	85	105	133	141	114
Sex	77	55	55	83	88	53
PDA	1	3	2	2	7	5
National Origin	34	18	33	45	35	22
Equal Pay Act	7	5	5	7	7	2
Age	74	45	46	69	73	45
Disability	62	44	64	87	95	96
Genetics	3	0	7	3	4	1
Non-EEO	16	7	24	30	18	21

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	4	3	12	4	4	5
Assignment of Duties*	34	24	0	0	0	0
Awards	6	0	11	4	2	5
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action: Demotion	2	3	1	0	8	1
Disciplinary Action: Reprimand**	10	7	0	0	0	0
Disciplinary Action: Suspension	7	12	16	18	6	13
Disciplinary Action: Removal	3	1	13	8	4	5
Disciplinary Action: Other Disciplinary Actions**	0	0	0	48	37	39
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	2	7	0	0	0	0
Perf. Eval./ Appraisal	30	13	28	28	29	22
Examination/Test	0	0	6	3	1	6
Harassment: Non-Sexual	120	93	124	160	142	106
Harassment: Sexual	15	6	7	23	17	5
Medical Examination	0	7	19	1	4	5
Pay including overtime	24	9	12	17	12	11
Promotion/Non-Selection	60	33	48	42	58	26
Reassignment: Denied/Directed	7	6	8	24	22	21
Reassignment: Directed	7	5	5	0	0	0
Reasonable Accommodation Disability	28	18	37	49	38	48
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	15	4	2	2
Retirement*	10	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	1	1
Telework	11	5	11	14	17	12
Termination	24	13	14	19	24	28
Terms/Conditions of Employment*	23	12	0	0	0	0
Time and Attendance	17	13	29	49	20	23
Training	19	14	23	34	28	19

Other Terms/Conditions of Employment*

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76

Part 4 Processing Time (Complaints Pending During FY)

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	304.69	245.79	159.73	128.24	139.67	154.14
Average days in Final Action for all cases pending during FY	68.03	153.64	236.86	95.59	45.58	51.97
Average days in Investigation with Hearing	308.0	244.83	140.43	135.18	145.39	161.77
Average days in Final Action with Hearing	26.14	172.92	107.58	32.83	12.02	39.38
Average Days in Investigation without Hearing	307.73	246.62	177.87	121.86	136.9	145.16
Average Days in Final Action without Hearing	82.71	209.25	307.07	131.65	67.59	58.98

Part 5 Complaints Dismissed or Withdrawn

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by Agency	18	3	33	24	31	27
Average Days Pending Prior to Dismissal	49	166	222	216.13	76.74	70.63
Total Complaints Withdrawn by Complainants	14	8	3	4	9	32

Part 6 Total Final Agency Actions Finding Discrimination

[illegible]

Findings With Hearing	0	0	0	0	0	0	1	100	0	0	0	0
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Part 7 Finding of Discrimination by Basis

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09 30)	FY 2025 % (thru 09 30)
Total Number Findings	3		0		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Color	0	0.00	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	33.33	0	0.00	0	0.00	1	100.00	0	0.00	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	33.33	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	1	33.33	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	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 7 Finding of Discrimination by Basis (with Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09 30)	FY 2025 % (thru 09 30)
Findings After Hearing	0		0		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Color	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	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	1	100.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	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 7 Finding of Discrimination by Basis (without Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09 30)	FY 2025 % (thru 09 30)
Finding Without Hearing	3		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	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	33.33	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	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	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

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Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	100	0	0	0	0
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Part 8 Finding of Discrimination by Issue (with Hearing)	
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Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	100	0	0	0	0
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Part 8 Finding of Discrimination by Issue (without Hearing)	
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Other Terms/Conditions of Employment*

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Part 9 Complaints Pending from Previous FY By Status

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	513	629	612	667	302	314
Total Complainants	421	518	504	546	244	261
Complaints Pending Investigation	86	86	92	84	53	46
ROI issued, pending Complainant's action	1	1	0	103	35	37
Complaints Pending in Hearing	331	355	342	373	127	138
Complaints Pending Final Agency Action	95	129	141	161	92	99
Complaints Pending Appeal with EEOC Office of Federal Operations	299	299	299	297	220	239

Part 10 Complaint Investigations

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	33	17	16	35	6	7