

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

FHWA (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	14	8	4	9	7	5
Number of Complainants	14	8	4	9	7	5
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	4	2	1	2	2	3
Color	1	0	1	0	1	1
Religion	3	1	0	2	0	0
Reprisal	10	6	1	7	6	4
Sex	3	2	1	1	4	1
PDA	0	0	0	0	0	0
National Origin	2	1	0	3	1	3
Equal Pay Act	0	0	0	0	0	0
Age	3	3	2	4	1	3
Disability	9	4	4	4	5	3
Genetics	0	1	0	0	1	0
Non-EEO	0	1	0	0	1	0

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	1	0	1	0	0	0
Assignment of Duties*	2	2	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	2	0	0
Disciplinary Action: Reprimand**	1	1	0	0	0	0
Disciplinary Action: Suspension	1	1	0	1	0	1
Disciplinary Action: Removal	1	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	1	1	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	3	2	2	2	2
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	10	5	3	7	6	4
Harassment: Sexual	0	1	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	0	1	1	0	0
Promotion/Non-Selection	5	2	2	1	0	1
Reassignment: Denied/Directed	0	0	0	0	1	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	4	0	1	2	3	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	1	0	0
Termination	2	1	0	1	1	1
Terms/Conditions of Employment*	0	1	0	0	0	0
Time and Attendance	3	2	0	1	0	1
Training	0	0	1	0	0	1

Other Terms/Conditions of Employment*

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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	286.0	364.83	138.6	117.67	129.0	153.67
Average days in Final Action for all cases pending during FY	45.0	9.0	360.0	28.0	23.25	47.50
Average days in Investigation with Hearing	297.75	327.17	129.0	118.5	130.0	182.00
Average days in Final Action with Hearing	38.0	9.0	0.0	28.0	0.0	36.50
Average Days in Investigation without Hearing	296.83	402.5	153.0	116.0	127.33	97.00
Average Days in Final Action without Hearing	52.0	0.0	432.0	0.0	46.5	58.50

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	1	0	0	2	0	0
Average Days Pending Prior to Dismissal	48	0	0	42	0	0.00
Total Complaints Withdrawn by Complainants	2	0	0	2	0	1

Part 6 Total Final Agency Actions Finding Discrimination

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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	0		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	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	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	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	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 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		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	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	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	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	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 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	0		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	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	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	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	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*

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Part 8 Finding of Discrimination by Issue (with Hearing)

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Other Terms/Conditions of Employment*

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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	28	40	41	10	10	12
Total Complainants	21	28	31	7	7	9
Complaints Pending Investigation	1	3	3	0	0	0
ROI issued, pending Complainant's action	1	0	0	1	1	1
Complaints Pending in Hearing	22	29	26	7	7	7
Complaints Pending Final Agency Action	7	11	13	1	1	3
Complaints Pending Appeal with EEOC Office of Federal Operations	4	4	4	6	6	8

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	4	3	3	0	0	0