

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

FMCSA (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	15	3	6	10	10	14
Number of Complainants	15	3	6	10	10	12
Repeat Filers	0	0	0	0	0	1

## Part 2 Complaints by Basis

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

### Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	1	0	0	1	0	0
Assignment of Duties*	1	0	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	0	0	0
Disciplinary Action: Reprimand**	1	0	0	0	0	0
Disciplinary Action: Suspension	0	0	1	0	0	0
Disciplinary Action: Removal	1	0	0	0	1	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	2	1	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	0	1	1	1	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	9	3	5	5	5	9
Harassment: Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	5	0	1	2	3	3
Reassignment: Denied/Directed	0	0	0	2	0	0
Reassignment: Directed	1	0	0	0	0	0
Reasonable Accommodation Disability	3	0	1	4	1	1
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	0	0	2	0
Termination	0	0	0	0	0	1
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	0	0	0	2	1	1
Training	0	0	0	3	0	0

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	308.6	259.6	155.0	113.3	206.13	137.55
Average days in Final Action for all cases pending during FY	47.75	165.0	391.5	34.0	56.0	56.50
Average days in Investigation with Hearing	309.1	315.0	155.0	110.83	248.0	130.00
Average days in Final Action with Hearing	20.0	0.0	395.33	0.0	0.0	63.00
Average Days in Investigation without Hearing	280.75	176.5	0.0	116.0	136.33	146.60
Average Days in Final Action without Hearing	83.0	0.0	380.0	68.0	55.5	56.75

## 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	1	0	4	4
Average Days Pending Prior to Dismissal	56	0	41	0	57.25	41.75
Total Complaints Withdrawn by Complainants	3	0	0	1	0	0

## Part 6 Total Final Agency Actions Finding Discrimination

[illegible]



**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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Other Terms/Conditions of Employment\*

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**Part 9 Complaints Pending from Previous FY By Status**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 09-30)</b>
Total complaints from previous Fiscal Years	15	23	17	0	0	7
Total Complainants	15	23	17	0	0	7
Complaints Pending Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	15	18	16	0	0	6
Complaints Pending Final Agency Action	2	7	3	0	0	2
Complaints Pending Appeal with EEOC Office of Federal Operations	4	4	4	4	0	5

**Part 10 Complaint Investigations**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 09-30)</b>
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	0	0