

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

DOT HQ (Includes Sub-Level Offices)

For 1st Quarter 2026 for period ending December 31, 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 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Number of Complaints Filed	176	235	293	276	247	36
Number of Complainants	169	230	277	261	229	34
Repeat Filers	7	5	15	13	15	2

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	75	82	87	109	86	13
Color	0	48	48	51	44	4
Religion	0	34	28	20	15	5
Reprisal	0	131	169	171	148	22
Sex	0	77	99	112	77	16
PDA	0	2	2	7	8	0
National Origin	0	40	53	44	34	3
Equal Pay Act	0	6	9	7	2	0
Age	0	64	91	86	60	8
Disability	0	82	111	110	111	12
Genetics	0	9	4	6	2	0
Non-EEO	0	26	32	20	27	6

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	4	16	7	5	10	0
Assignment of Duties*	31	0	0	0	0	0
Awards	0	11	6	7	6	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	3	1	3	8	1	0
Disciplinary Action: Reprimand**	9	0	0	0	0	0
Disciplinary Action: Suspension	14	16	24	11	16	3
Disciplinary Action: Removal	3	14	8	5	5	0
Disciplinary Action: Other Disciplinary Actions**	0	0	59	45	44	4
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	7	0	0	0	0	0
Perf. Eval./ Appraisal	19	37	38	38	31	4
Examination/Test	0	6	3	1	7	0
Harassment: Non-Sexual	116	157	201	179	138	26
Harassment: Sexual	9	7	25	19	8	2
Medical Examination	7	19	1	4	5	0
Pay including overtime	12	14	20	15	13	6
Promotion/Non-Selection	39	62	59	69	33	3
Reassignment: Denied/Directed	6	11	28	25	23	2
Reassignment: Directed	7	6	0	0	0	0
Reasonable Accommodation Disability	20	44	58	45	56	6
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	15	4	2	2	2
Retirement*	2	0	0	0	0	0
Sex-Stereotyping	0	0	0	1	1	0
Telework	5	11	16	20	13	1
Termination	15	18	21	30	31	6
Terms/Conditions of Employment*	18	0	0	0	0	0
Time and Attendance	17	30	54	23	29	3
Training	16	29	40	33	20	1

Other Terms/Conditions of Employment*	0	0	109	102	90	16
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Findings With Hearing	0	0	0	0	1	100	0	0	0	0	0	0
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Other Terms/Conditions of Employment*

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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						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	773	788	809	449	362	507
Total Complainants	645	655	672	370	303	430
Complaints Pending Investigation	96	105	96	76	46	93
ROI issued, pending Complainant's action	1	0	111	63	43	50
Complaints Pending in Hearing	451	464	474	217	171	239
Complaints Pending Final Agency Action	172	178	192	101	113	131
Complaints Pending Appeal with EEOC Office of Federal Operations	326	326	327	241	274	283

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	28	30	53	5	7	9