

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

FHWA (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.

<b>Part 1 Complaint Activity</b>						
	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026 (thru 12-31)</b>
Number of Complaints Filed	8	4	9	7	5	1
Number of Complainants	8	4	9	7	5	1
Repeat Filers	0	0	0	0	0	0

<b>Part 2 Complaints by Basis</b>						
	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026 (thru 12-31)</b>
Race	2	1	2	2	3	0
Color	0	1	0	1	1	0
Religion	1	0	2	0	0	0
Reprisal	6	1	7	6	4	1
Sex	2	1	1	4	1	0
PDA	0	0	0	0	0	0
National Origin	1	0	3	1	3	0
Equal Pay Act	0	0	0	0	0	0
Age	3	2	4	1	3	1
Disability	4	4	4	5	3	1
Genetics	1	0	0	1	0	0
Non-EEO	1	0	0	1	0	0

### Part 3 Complaints By Issue

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties*	2	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	2	0	0	0
Disciplinary Action: Reprimand**	1	0	0	0	0	0
Disciplinary Action: Suspension	1	0	1	0	1	0
Disciplinary Action: Removal	0	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	1	1	1	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	3	2	2	2	2	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	5	3	7	6	4	1
Harassment: Sexual	1	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	1	0	0	0
Promotion/Non-Selection	2	2	1	0	1	0
Reassignment: Denied/Directed	0	0	0	1	0	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	2	3	0	0
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	0	0	1	0	0	0
Termination	1	0	1	1	1	0
Terms/Conditions of Employment*	1	0	0	0	0	0
Time and Attendance	2	0	1	0	1	0
Training	0	1	0	0	1	0

Other Terms/Conditions of Employment\*

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2

4

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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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<b>Part 9 Complaints Pending from Previous FY By Status</b>						
	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026 (thru 12-31)</b>
Total complaints from previous Fiscal Years	40	41	10	10	12	13
Total Complainants	28	31	7	7	9	10
Complaints Pending Investigation	3	3	0	0	0	1
ROI issued, pending Complainant's action	0	0	1	1	1	1
Complaints Pending in Hearing	29	26	7	7	7	8
Complaints Pending Final Agency Action	11	13	1	1	3	2
Complaints Pending Appeal with EEOC Office of Federal Operations	4	4	6	6	8	9

<b>Part 10 Complaint Investigations</b>						
	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026 (thru 12-31)</b>
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	0	0	0	0