

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

FMCSA (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 | 3 | 6 | 10 | 10 | 14 | 2 |
| Number of Complainants | 3 | 6 | 10 | 10 | 12 | 1 |
| Repeat Filers | 0 | 0 | 0 | 0 | 1 | 1 |

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

| Part 3 Complaints By Issue | | | | | | |
|---------------------------------------------------|----------------|----------------|----------------|----------------|----------------|-----------------------------|
| | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
| Appointment/Hire | 0 | 0 | 1 | 0 | 0 | 0 |
| Assignment of Duties* | 0 | 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** | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Suspension | 0 | 1 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Removal | 0 | 0 | 0 | 1 | 0 | 0 |
| Disciplinary Action: Other Disciplinary Actions** | 0 | 0 | 2 | 1 | 1 | 0 |
| Disciplinary Action: Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 0 | 1 | 1 | 1 | 1 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment: Non-Sexual | 3 | 5 | 5 | 5 | 9 | 2 |
| Harassment: Sexual | 0 | 0 | 1 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay including overtime | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 1 | 2 | 3 | 3 | 0 |
| Reassignment: Denied/Directed | 0 | 0 | 2 | 0 | 0 | 0 |
| Reassignment: Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 0 | 1 | 4 | 1 | 1 | 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 | 0 | 2 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 1 | 2 |
| Terms/Conditions of Employment* | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 2 | 1 | 1 | 0 |
| Training | 0 | 0 | 3 | 0 | 0 | 0 |

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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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 | 23 | 17 | 0 | 0 | 0 | 11 |
| Total Complainants | 23 | 17 | 0 | 0 | 0 | 10 |
| Complaints Pending Investigation | 1 | 0 | 0 | 0 | 0 | 1 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending in Hearing | 18 | 16 | 0 | 0 | 0 | 6 |
| Complaints Pending Final Agency Action | 7 | 3 | 0 | 0 | 0 | 4 |
| Complaints Pending Appeal with EEOC Office of Federal Operations | 4 | 4 | 4 | 0 | 0 | 5 |

| 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 | 1 | 0 | 0 | 0 | 0 | 0 |