



*UNITED STATES*  
**DEPARTMENT OF TRANSPORTATION**

**Fiscal Year 2025**  
**Annual Report to Congress on the**  
**Notification and Federal Employee**  
**Antidiscrimination and**  
**Retaliation Act of 2002**

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## 1. Background

In 2002, Congress passed the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act), Pub. L. No. 107-174, 5 U.S.C. § 2301 *et seq.*, to hold Federal agencies financially accountable for violations of Federal antidiscrimination and whistleblower protection laws. Prior to the No FEAR Act, monetary judgments against Federal agencies were paid from the U.S. Department of Justice's Judgment Fund. With the enactment of Section 201 of the No FEAR Act, Congress required Federal agencies to reimburse the Judgment Fund for all judgments, awards, and settlements paid to a complainant as the result of a violation of antidiscrimination or whistleblower protection laws.

In addition, the No FEAR Act requires Federal agencies to provide public notice of relevant statistics on agency websites,<sup>1</sup> including the number of Federal court cases involving discrimination that were filed, pending, and/or resolved, and other information on Equal Employment Opportunity (EEO) complaints.

The No FEAR Act also requires each Federal agency to report annually to Congress, the Equal Employment Opportunity Commission, the U.S. Office of Personnel Management, and the U.S. Attorney General on complaints of discrimination, Federal court cases involving discrimination, and activities to prevent discrimination and retaliation.

In doing so, Federal agencies report on:

- The number of Federal court cases, pending or resolved, arising under the antidiscrimination laws and authorities included in the No FEAR Act, and the status and disposition of those cases;
- Judgment Fund reimbursements, adjustments to agency budgets to meet reimbursement requirements, and the amount of reimbursement required for attorneys' fees where such fees have been separately designated;
- The number and type of disciplinary actions related to discrimination, retaliation, or harassment;
- A detailed description of the agency's policy for taking disciplinary actions against employees for conduct inconsistent with the antidiscrimination laws referenced in the No FEAR Act;
- Year-end summary data of Federal sector EEO complaint activity;
- An analysis of the information provided in this report, including an examination of trends, causes, lessons learned, and actions planned or taken to improve compliance; and
- The agency's plan to train employees on their rights under the No FEAR Act.

Representatives from the U.S. Department of Transportation (DOT) Office of the Secretary of Transportation (OST), including the Departmental Office of Civil Rights (DOCR), the Departmental Office of Human Resource Management (DOHRM), and the Office of the

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<sup>1</sup> See DOT's relevant statistics, <https://www.transportation.gov/civil-rights/reports/docr-reports>.

Assistant Secretary for Administration (OST-M), assisted in the preparation of this report on antidiscrimination activities during FY 2025 in collaboration with the Office of Inspector General (OIG) and DOT's nine operating administrations (OAs): the Federal Aviation Administration (FAA), the Federal Highway Administration (FHWA), the Federal Motor Carrier Safety Administration (FMCSA), the Federal Railroad Administration (FRA), the Federal Transit Administration (FTA), the Maritime Administration (MARAD), the National Highway Traffic Safety Administration (NHTSA), the Pipeline and Hazardous Materials Safety Administration (PHMSA), and the Great Lakes St. Lawrence Seaway Development Corporation (GLS).

Pursuant to statutory requirements, DOT provides a copy of the No FEAR Act annual report to the following members of the 119th Congress:

- The Honorable Mike Johnson, Speaker of the House of Representatives
- The Honorable Chuck Grassley, President Pro Tempore of the Senate
- The Honorable Susan Collins, Chairman, Senate Committee on Appropriations
- The Honorable Patty Murray, Vice Chair, Senate Committee on Appropriations
- The Honorable Tom Cole, Chairman, House Committee on Appropriations
- The Honorable Rosa DeLauro, Ranking Member, House Committee on Appropriations
- The Honorable Tim Scott, Chairman, Senate Committee on Banking, Housing, and Urban Affairs
- The Honorable Elizabeth Warren, Ranking Member, Senate Committee on Banking, Housing, and Urban Affairs
- The Honorable Brett Guthrie, Chairman, House Committee on Energy and Commerce
- The Honorable Frank J. Pallone, Jr., Ranking Member, House Committee on Energy and Commerce
- The Honorable Ted Cruz, Chairman, Senate Committee on Commerce, Science, and Transportation
- The Honorable Maria Cantwell, Ranking Member, Senate Committee on Commerce, Science, and Transportation
- The Honorable James Comer, Chairman, House Committee on Oversight and Government Reform
- The Honorable Robert Garcia, Ranking Member, House Committee on Oversight and Government Reform
- The Honorable Shelley Moore Capito, Chairman, Senate Committee on Environment and Public Works
- The Honorable Sheldon Whitehouse, Ranking Member, Senate Committee on Environment and Public Works

- The Honorable Brian Babin, Chairman, House Committee on Science, Space, and Technology
- The Honorable Zoe Lofgren, Ranking Member, House Committee on Science, Space, and Technology
- The Honorable Rand Paul, Chairman, Senate Committee on Homeland Security and Governmental Affairs
- The Honorable Gary C. Peters, Ranking Member, Senate Committee on Homeland Security and Governmental Affairs
- The Honorable Sam Graves, Chairman, House Committee on Transportation and Infrastructure
- The Honorable Rick Larsen, Ranking Member, House Committee on Transportation and Infrastructure

Pursuant to statutory and regulatory requirements, DOT also emails a copy of this report to the following agencies of the Executive Branch:

- U.S. Equal Employment Opportunity Commission
- U.S. Department of Justice
- U.S. Office of Personnel Management

## **2. DOT Priorities**

Transportation is integral to every American’s life. DOT believes in creating the safest, most efficient, and modern transportation system in the world. DOT prioritizes safety, transformation, and cybersecurity to improve the nation’s transportation system.

## **3. Results and Data**

### **3.1 EEO Complaint Activity in Federal Court and Disposition**

#### **FY 2025 Federal Court Case Volume Remains Consistent**

In FY 2025, the Department was party to 47 Federal court cases involving EEO complaints, which was an increase from FY 2024 (37), FY 2023 (34), FY 2022 (40), and FY 2021 (41).<sup>2</sup> There were 25 pending cases at the end of FY 2025, similar to the number pending in other recent years (26 cases at the close of FY 2024, 22 at the close of FY 2023, 25 at the close of FY 2022, and 27 at the close of FY 2021).

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<sup>2</sup> Court case information is provided by individual OAs in response to annual data call from DOCR.

In FY 2025, the most frequently raised bases<sup>3</sup> of discrimination in DOT's Federal court cases were race (14) and disability (10), followed closely by reprisal (8), sex (7), age (6), and national origin (6).<sup>4</sup> Cases alleging harassment (non-sexual) were lower in FY 2025 (7) compared to FY 2024 (10), FY 2023 (11), and FY 2022 (15). Thirteen cases in FY 2025 involved issues<sup>5</sup> of termination, while eight involved non-selection or non-promotion, and three cases involved reasonable accommodation.

Of the 25 cases pending in Federal court at the close of FY 2025:<sup>6</sup>

- 20 cases contain claims under Title VII of the Civil Rights Act of 1964 (Title VII) (42 U.S.C. § 2000e-16);
- Seven cases contain claims under the Rehabilitation Act of 1973 (Rehabilitation Act) (29 U.S.C. § 791); and
- One case involved the Age Discrimination in Employment Act (ADEA).

Of the 22 Federal court cases that DOT resolved:

- 18 cases involved Title VII;
- Two cases contained claims of reprisal under the Whistleblower Protection Act of 1989 (5 U.S.C. § 2302(b)(8)-(9))
- One case involved the ADEA; and
- One case involved claims under the Rehabilitation Act.

DOT closed 22 cases in FY 2025, accelerating the recent trend of increasing resolution rate. DOT closed 11 cases in both FY 2024 and FY 2023 but closed only five cases in FY 2022. Four of the cases closed in FY 2025 ended in settlement and six were dismissed by the courts. Courts granted summary judgment for DOT in 12 cases.

### 3.2 Reimbursements and Budget Adjustments in FY 2025

DOT provided no reimbursement to the Judgment Fund in FY 2025.

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<sup>3</sup> Bases are the protected categories in the law on which adverse employment actions may not be made (*i.e.*, race, color, religion, sex, pregnancy, national origin, age, disability, and genetic information).

<sup>4</sup> More than one type of allegation can be made in a single case.

<sup>5</sup> An issue is the alleged event that caused harm for which relief is sought in an EEO complaint.

<sup>6</sup> More than one type of allegation can be made in a single case.

### 3.3 Summary Federal Court Case Data

| <b>Table 1: Summary of Federal Court Cases</b>   |            |
|--|------------|
| <b>DOT FY 2025 No FEAR Act Annual Report required by Section 203 of the No FEAR Act and 5 C.F.R. Part 724</b>  |            |
| <b>Total number of pending or resolved Federal court cases, arising under each of the respective provisions of law covered by 5 C.F.R. §724.302 (a)(1)</b> |            |
| <b>A. Cases Pending</b>  | <b>25</b>  |
| <b>B. Cases Resolved</b>   | <b>22</b>  |
| <b>The status or disposition of resolved cases</b>   |            |
| <b>Dismissed</b>   | <b>6</b>   |
| <b>Settled</b>   | <b>4</b>   |
| <b>Summary Judgment for the Agency</b>   | <b>12</b>  |
| <b>Withdrawn</b>   | <b>0</b>   |
| <b>Award</b>   | <b>0</b>   |
| <b>Total Resolved Cases</b>  | <b>22</b>  |
| <b>Funds required to be reimbursed by DOT under Section 201 of the No FEAR Act in connection with each case</b>  |            |
| <b>Title VII and ADEA</b>  | <b>\$0</b> |
| <b>Total Reimbursement</b>   | <b>\$0</b> |

### 3.4 Disciplinary Policy and Number of Employees Disciplined

In addition to the OAs’ tables of penalties, collective bargaining agreements set disciplinary policy, and the Secretarial Civil Rights Policy Statements outline the Department-wide disciplinary policy, affirming the Secretary of Transportation’s commitment to establishing and maintaining a workplace free from discrimination, harassment, and retaliation. The Policy Statements advise DOT employees of their rights and responsibilities and inform all DOT employees that they will be held accountable for any actions that violate DOT policies on discrimination, harassment, or retaliation. This includes disciplinary action, up to and including dismissal, for engaging in discriminatory or harassing conduct.

The Secretary issues the Policy Statements near the beginning of their term. They are distributed to DOT employees via email, posted in common areas throughout DOT offices, and published electronically on DOT’s public-facing website. In addition, many OAs have established new policies to distribute the Statements electronically through their intranet sites to ensure that they are easily accessible and available to all employees.

During FY 2025, two DOT employees were disciplined for discrimination, retaliation, harassment, or any other provision of the law related to the No FEAR Act.<sup>7</sup> The offense in each case was harassment, with one case falling under Title VII and the other the Fair Labor Standards Act (FLSA). Of the disciplinary actions related to the No FEAR Act, one employee received a reprimand, and one employee was suspended for conduct.

<sup>7</sup> Disciplinary action information is provided by individual OAs in response to annual data call from DOCR.

## 3.5 Analysis of Complaints

### 3.5.1 EEO Complaint Data

The number of EEO complaints at DOT decreased by 10.5 percent in FY 2025. During FY 2025, 229 complainants filed a total of 247 complaints with DOT. The number of complainants also decreased by 12.3 percent in FY 2025, although the number of repeat complainants increased by 15.4 percent (from 13 to 15 repeat filers). The ratio of complainants (229) to the total FY 2025 DOT permanent workforce (55,004) was 0.42 percent; slightly higher than the most recently published government-wide average of 0.39 percent.<sup>8</sup>

### 3.5.1 Trends and Analysis

#### **FY 2025 EEO Complaint Numbers Decreased Along with Complaints on the Basis of Reprisal, Sex, Race, and Age, but Disability-based Complaints Increased**

In FY 2025, DOT experienced an overall decrease in EEO complaints, receiving 10.5 percent fewer complaints than in the previous year. FY 2025 marked the second year in which complaints decreased, following an 11.5 percent decrease in FY 2024. These decreases followed two years of increases after a substantial and atypical decrease of 35.1 percent in FY 2021. Reprisal continues to be the most frequently raised complaint basis,<sup>9</sup> maintaining a long-term trend in DOT complaints consistent with government-wide complaint data.<sup>10</sup>

Over the last five years, the five most commonly alleged bases for complaints have remained reprisal, sex, disability, race, and age. Reprisal has been the most frequent basis for complaints in each of these years; in FY 2025, it was followed by the bases of disability, race, sex,<sup>11</sup> and age. Sex fell from the second most frequently raised basis in FY 2024 to the fourth in FY 2025. After one year (FY 2024) as the third-highest basis, disability has returned to second place. Race was the third most frequently raised basis in FY 2025 after being the fourth in FY 2024 and the second most frequently raised basis in both FY 2021 and 2022.

During FY 2025, reprisal was raised in almost three fifths of all complaints (59.9 percent, a decrease from 62.0 percent in FY 2024). Disability was raised in 44.9 percent of all complaints (up from 39.9 percent), race was raised in 34.8 percent of all complaints (down from 39.5 percent), sex was raised in 31.2 percent of all complaints (down from 40.6 percent), and age was raised in 24.3 percent of complaints (a decrease from 31.2 percent of complaints in FY 2024).

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<sup>8</sup> See Equal Employment Opportunity Commission (EEOC) Annual Report on the Federal Work Force Fiscal Year 2021, <https://www.eeoc.gov/federal-sector/reports>.

<sup>9</sup> “Basis” is the “reason” alleged for discrimination (*i.e.*, race, color, national origin, religion, age, sex, disability, and/or reprisal).

<sup>10</sup> See Equal Employment Opportunity Commission (EEOC) Annual Report on the Federal Work Force Fiscal Year 2021, <https://www.eeoc.gov/federal-sector/reports>.

<sup>11</sup> Complaints on the basis of sex include those filed under the Equal Pay Act.

## **Prior Issues Trend Downwards from Past FYs, While New Issues Emerge in Complaints: Reasonable Accommodation Disability**

Non-sexual harassment continues to be the most frequently raised issue<sup>12</sup> for complaints during FY 2025, following a ten-plus year trend at DOT. Harassment (non-sexual) is also the leading issue for complaints across all Federal agencies and is cited more than twice as often as the next most common issue in complaint data.<sup>13</sup> However, harassment (non-sexual) was raised in 55.9 percent of DOT FY 2025 complaints, decreasing from 64.9 percent in FY 2024, 68.6 percent in FY 2023, and 66.8 percent in FY 2022.

After harassment, the next most frequently raised issue falls under the category of Other Terms and Conditions of Employment at 36.4 percent, which decreased from 37.0 percent in FY 2024. This category was consolidated in FY 2022 and includes assignment of duties, duty hours, conversion to full time, reinstatement, retirement, or other terms/conditions of employment.

Reasonable Accommodation Disability was the third most frequently raised issue in FY 2025 at 22.7percent (an increase from 16.3 percent in FY 2024) while the third most frequently raised issue of FY 2024, Promotion/Non-Selection, fell from 25.0 percent in 2024 to 13.4 percent in FY 2025 (fifth highest). “Disciplinary Actions,” including Demotion, Removal, and Other (e.g., Reprimand and Disciplinary Warning) maintained its spot at fourth highest, increasing from 16.3 percent in 2024 to 17.8 percent in FY 2025.

### 3.6 Findings of Discrimination

In FY 2025, DOT did not have any findings of discrimination. This continues the trend from FY 2024, during which there were also no findings.

FY 2025’s lack of findings helps establish a slowly decreasing trend in DOT. Though FY 2020 had three findings of discrimination, there were a total of only two findings from FYs 2021 through 2024. Over the past five FYs DOT had an average of 1 finding per year.

## 4. Accomplishments, Training, and Awareness

### **Antidiscrimination and EEO Policies**

At the start of their term, the Secretary of Transportation issues Civil Rights Policy Statements on equal employment opportunity, No FEAR Act rights and responsibilities, antiharassment, and the employment and advancement of people with disabilities.<sup>14</sup> DOT, as

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<sup>12</sup> “Issue” is the “act of harm” alleged in the complaint.

<sup>13</sup> See Equal Employment Opportunity Commission (EEOC) Annual Report on the Federal Work Force Fiscal Year 2021, <https://www.eeoc.gov/federal-sector/reports>.

<sup>14</sup> Agencies are required to make written materials on EEO programs and administrative and judicial remedial procedures available to all employees and applicants. See 29 CFR 1614.102(b)(5).

well as its Operating Administrations (OAs), post these Policy Statements in their offices and on their public websites. DOT also includes these Policy Statements in its No FEAR training to ensure that all employees are familiar with their rights and responsibilities.

The majority of complaints filed at DOT include harassment allegations. In 2019, DOT issued a Departmental Antiharassment Policy that requires each OA to establish its own antiharassment program and identify an antiharassment coordinator to implement the program. The Departmental Office of Civil Rights (DOCR) and Departmental Office of Human Resource Management (DOHRM) partner closely to oversee OA antiharassment programs. This oversight includes an annual review of OA antiharassment programs, which involves an analysis of harassment complaint data and trends. DOCR and DOHRM have also established a community of practice for OA antiharassment coordinators to provide guidance, share best practices, and work collaboratively to address challenges.

During FY 2025, DOHRM, DOCR, and the Volpe National Transportation Systems Center (Volpe) also held one-on-one meetings with OA Antiharassment Coordinators (AHC) to update the 2019 Antiharassment Policy Framework, and to better understand OA AHC roles, program processes, training, challenges, and successes. As the EEOC rescinded its 2024 Antiharassment Guidance in January 2026, DOT is currently awaiting updated Guidance from the EEOC before proceeding with further updates to the 2019 Antiharassment Policy. Per DOT's current policy, all employees and supervisors/managers receive annual training on the antiharassment program, and some OAs provide additional workshops and skills-based trainings to support a safe workplace, free of discrimination and harassment. Some of the OA activities are listed below.

The Maritime Administration (MARAD) expanded its Antiharassment Program capacity by appointing two additional Antiharassment Coordinators, improving responsiveness to employee concerns. The Office of Inspector General (OIG) acquired three new collateral duty EEO Counselors and developed an EEO and Workforce Engagement SharePoint site to share policy information effectively across its workforce. In addition, the Federal Railroad Administration (FRA) maintained a model EEO program with 100 percent timeliness in processing seven informal complaints and successfully increased the number of cases settled at the lowest level possible. The Pipeline and Hazardous Materials Safety Administration (PHMSA) proactively conducted reviews of its internal policies and procedures to ensure alignment with DOT policy and applicable Executive Orders. The National Highway Traffic Safety Administration's (NHTSA) disability, Pregnant Workers Fairness Act and religious reasonable accommodation program is centralized in their Office of Civil Rights (NCR). When finalizing effective accommodation agreements, NCR collaborates with the Office of the Chief Counsel and the Office of Human Resources. NCR ensures agency priorities follow Federal law while resolving employee conflicts early to prevent formal EEO complaints.

Due to staffing shortages, the Federal Transit Administration (FTA) maintains limited collateral duty EEO Counselors and transitioned the management of these internal counseling services to DOCR. The Great Lakes St. Lawrence Seaway Development Corporation (GLS)

also relied entirely on DOT Headquarters for EEO program support due to operating without a full-time EEO Director and dedicated staff for approximately two years.

Finally, OAs adapted their self-assessment and barrier analysis activities to monitor EEO policies and workplace trends. MARAD continued to conduct regular exit interviews and site visits to fleet locations and the United States Merchant Marine Academy (USMMA) to identify potential discriminatory practices and gather real-time insights into workplace challenges. OIG also proactively conducted MD-715 self-assessments to compare its processes, policies, and practices against model EEO program standards to identify and prevent potential barriers to equal opportunity.

### **DOT Culture and Community**

Pursuant to the Merit System principles, the Federal government endeavors to achieve a workforce from all segments of society.<sup>15</sup> DOT recruits qualified individuals who possess relative ability, knowledge, and skills, and ensures that all applicants receive fair treatment in all aspects of personnel management. In FY 2025, OAs used targeted recruitment and assessment reforms to build and retain a highly skilled workforce, prioritizing strategic educational and industry partnerships. For instance, FAA recruited at institutions with designated disability and accessibility programs, including Gallaudet University and the Rochester National Institute for the Deaf, and leveraged the Handshake platform to connect with students across more than 3,000 universities. Similarly, PHMSA aligned its recruitment with operational expansions by targeting Historically Black Colleges and Universities<sup>16</sup> (HBCUs), such as Dillard University and Xavier University of Louisiana, to support its new National Center of Excellence for Liquefied Natural Gas Safety, alongside conducting early-engagement high school STEM outreach. The Federal Motor Carrier Safety Administration's (FMCSA's) Corporate Recruitment Team and Ambassador Program maintained a broad presence, interacting with more than 7,500 individuals across the transportation industry and academia to build brand awareness and address workforce gaps. FMCSA's Reasonable Accommodations Program collaborated closely with recruiters to target events for individuals with disabilities specifically. MARAD maintained active workforce planning by participating in the Workforce Recruitment Program (WRP) and virtual career fairs, while sustaining key partnerships with organizations like the American Association of People with Disabilities (AAPD).

To ensure all recruited applicants are evaluated objectively and without bias, FTA overhauled its hiring process pursuant to Executive Order 14170, *Reforming the Federal Hiring Process and Restoring Merit to Government Service* (January 20, 2025). FTA's transition to a rigorous, skills-based evaluation process now mandates Accomplishment Records Assessments (ARA), the use of Subject Matter Experts (SMEs) to develop proficiency benchmarks, and structured behavioral interviewing utilizing the STAR (Situation, Task,

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<sup>15</sup> See 5 U.S.C. § 2301.

<sup>16</sup> As required by the HBCU Partners Act (20 U.S.C. § 1063d), DOT seeks to recruit more young graduates into the transportation career pipeline and ensure HBCU students, faculty, and staff are aware of career pathways and job opportunities throughout the agency.

Action, Result) method. Similarly, Volpe reviewed and updated its recruitment policies and plans to ensure full compliance with the new government-wide Merit Hiring Plan.

### **Antidiscrimination, Antiharassment, and EEO Trainings**

In FY 2025, DOT OAs approached antidiscrimination, antiharassment, and EEO trainings through a mix of comprehensive educational initiatives and localized operational targeting. OAs such as OIG and PHMSA embedded EEO education throughout the employee lifecycle. OIG integrated antiharassment and whistleblower policy overviews into new employee onboarding and mandated a Leadership Training Series for new supervisors. PHMSA provided in-person EEO overviews during onboarding and began developing a new Reasonable Accommodation for Managers course set to launch in 2026. The Federal Highway Administration (FHWA) delivered extensive supervisory workforce education, hosting single- and multi-day Employee Relations Bootcamps for managers of all levels that covered Merit System Principles, Prohibited Personnel Practices, EEO rights, Religious Accommodation, Reasonable Accommodation, and the Antiharassment Program. Volpe required that all employees take an introductory training on Section 508 accessibility requirements and instructed new supervisors to complete specialized modules including “A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities” and “Navigating Reasonable Accommodations.”

Other OAs provided audience-specific training to meet operational needs. For example, MARAD delivered targeted Antiharassment and Reasonable Accommodation training to its MAR-600 Division to promote early conflict resolution, and FRA maintained 100 percent readiness for its EEO Counselors while administering mandatory workplace harassment training for its mission-critical Office of Railroad Safety. Meanwhile, NHTSA ensured expert-level readiness by sending civil rights staff to specialized EEOC trainings on antiharassment, religious discrimination, and telework accommodations. NHTSA also pulls quarterly No FEAR training rates to track Federal training compliance.

## **5. No FEAR Act Training**

Section 202 of the No FEAR Act requires Federal agencies to provide training for their employees on the rights and remedies under Federal antidiscrimination, retaliation, and whistleblower protection laws. 5 C.F.R § 724.203 requires agencies to develop a written training plan and train their employees by December 17, 2006, and every two years thereafter. Under these regulations, new employees are to receive No FEAR Act training within 90 days of appointment. DOT requires the inclusion of No FEAR Act training in each employee’s e-learning training development plan, including the required two-year renewal No Fear Act training.

In FY 2025, FAA revised the content of their No FEAR Act training. Though 92.1 percent of new hires in FY 2025 received No FEAR training, only 27.1 percent received this training within 90 days of their appointment due to temporary lack of access. Across the other OAs of DOT, 73.2 percent of new employees completed No FEAR Act training within 90 days of appointment, a

rate of timely completions similar to that of FY 2024 (73.9 percent) and an increase from FY 2023 (71.2 percent).

## **6. Actions Planned, Taken, and Practical Knowledge Gained to Improve the Program**

### 6.1 Pursuant to Section 203(a)(7)(D) of the No FEAR Act, DOT Plans to Implement These Actions:

- Continue to conduct workforce data analyses to identify areas for further examination to ensure compliance with nondiscrimination laws.
- Achieve biennial goal of educating all employees of their rights, responsibilities, and protections under antidiscrimination, retaliation, and whistleblower protection laws.
- Ensure new employees receive No FEAR Act training within 90 days of their appointment through DOT Learns. Further, through the employee orientation program, continue providing new hires with information regarding their rights, responsibilities, and protections under antidiscrimination, retaliation, and whistleblower protection laws.
- Continue to focus on professional development training to provide maximum opportunity for employees to advance and perform at their highest potential, in accordance with 42 U.S.C. § 2000e-16.
- Conduct program reviews of OAs to ensure that they comply with Departmental and EEO policy and align with best practices for eliminating discrimination and harassment in the workplace.
- Ensure complainants and respondents are apprised of the opportunity for mediation and ADR throughout the informal and formal EEO complaint process.
- Update the departmental ADR Order, drafting language to support the increased use of ADR in the counseling stage.
- Improve partnerships and collaboration across the Department to address proactively the bases most frequently alleged in EEO complaints.
- Partner with DOHRM to ensure that recruitment, professional development, and accountability measures incorporate the principles of equal employment opportunity.
- Coordinate with DOHRM to publish a Departmental Policy Bulletin (DPB) on the Pregnant Workers Fairness Act.
- Ensure DOT and its OAs effectively utilize the antiharassment program to address workplace issues before they rise to the level of unlawful discrimination or harassment.
- Collaborate with veterans' programs to increase the hiring of veterans, including those with targeted disabilities.
- Analyze trends from EEO complaint data alongside workforce trends to identify, if appropriate, opportunities for improvements to DOT policies and practices.

### 6.2 Practical Knowledge Gained

- During the drafting of DOT's FY 2025 No FEAR Report, DOCR discovered an inconsistency between two key sources for complaints data: the FY 2025 quarterly No FEAR data and the FY 2025 Form 462 report. In FY 2026, DOCR will work closely with its division leads and IT vendor to ensure alignment of quarterly data and Form 462 report.

- DOT, OST, and the OAs play a vital role in meeting No FEAR Act reporting requirements. To the extent resources allow, DOT will continue to develop information systems that facilitate and automate the process of gathering and analyzing data to ensure it is accessible as needed to accurately and efficiently complete required reporting.
- DOT will continue to ensure equal employment opportunity for Federal employees and applicants through personnel practices that are merit-based and do not discriminate based on prohibited categories.
- DOT will continue to leverage the trend analyses inherent in No FEAR Act reporting and incorporate those into technical assistance and policy planning.

Appendix A – Summary Data

| <b>Table 2: Total Complaints Filed and Complainants Filing, FY 2020 to FY 2025</b> |             |             |             |             |             |             |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
|  | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| Number of Complaints Filed   | 271         | 176         | 235         | 293         | 276         | 247         |
| Number of Complainants   | 263         | 169         | 230         | 277         | 261         | 229         |
| Repeat Filers  | 7           | 7           | 5           | 15          | 13          | 15          |

| <b>Table 3: Top Complaints by Basis, FY 2020 to FY 2025</b> |             |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Basis</b>  | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| Reprisal  | 151         | 0           | 131         | 169         | 171         | 148         |
| Disability  | 88          | 0           | 82          | 111         | 110         | 111         |
| Race  | 108         | 75          | 82          | 87          | 109         | 86          |
| Sex   | 99          | 0           | 77          | 99          | 112         | 77          |
| Age   | 97          | 0           | 64          | 91          | 86          | 60          |

| <b>Table 4: Top Complaints Filed by Issue, FY 2020 to FY 2025</b>   |   |             |             |             |             |             |
|---|---|-------------|-------------|-------------|-------------|-------------|
| <b>Issue</b><br><br><i>*Includes Assignment of Duties, Conversion to Full Time, Duty Hours, Reinstatement, and Retirement</i><br><br><i>**Includes Reprimand, Disciplinary Warning, and Other</i> | <b>Comparative Data<br/>Previous Fiscal Year Data</b> |             |             |             |             |             |
|   | <b>2020</b>   | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| Harassment: Non-Sexual  | 166   | 116         | 157         | 201         | 179         | 138         |
| Other Terms/Conditions of Employment*   | 0   | 0           | 0           | 109         | 102         | 90          |
| Reasonable Accommodation Disability   | 42  | 20          | 44          | 58          | 45          | 56          |
| Disciplinary Action: Other Disciplinary Actions**   | 0   | 0           | 0           | 59          | 45          | 44          |
| Promotion/Non-Selection   | 82  | 39          | 62          | 59          | 69          | 33          |
| Perf. Eval./ Appraisal  | 45  | 19          | 37          | 38          | 38          | 31          |
| Termination   | 30  | 15          | 18          | 21          | 30          | 31          |
| Time and Attendance   | 24  | 17          | 30          | 54          | 23          | 29          |
| Reassignment: Denied/Directed   | 11  | 6           | 11          | 28          | 25          | 23          |
| Training  | 22  | 16          | 29          | 40          | 33          | 20          |

| <b>Table 5: Findings of Discrimination by Basis, FY 2020 to FY 2025</b> |             |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Basis</b>  | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| Age   | 1           | 0           | 0           | 1           | 0           | 0           |
| Disability  | 0           | 0           | 0           | 1           | 0           | 0           |

|  |   |   |   |   |   |   |
|--|---|---|---|---|---|---|
| Sex (including complaints filed under Equal Pay Act) | 1 | 0 | 0 | 1 | 0 | 0 |
| Color  | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin                                      | 1 | 0 | 0 | 0 | 0 | 0 |
| Race   | 0 | 0 | 0 | 1 | 0 | 0 |
| Religion   | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal   | 1 | 1 | 0 | 0 | 0 | 0 |

| <b>Table 6: Findings of Discrimination by Issue, FY 2020 to FY 2025</b> |             |             |             |             |             |             |  |
|---|-------------|-------------|-------------|-------------|-------------|-------------|--|
| <b>Issue</b>  | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |  |
| Harassment: Non-Sexual  | 2           | 1           | 0           | 1           | 0           | 0           |  |
| Harassment: Sexual  | 1           | 0           | 0           | 0           | 0           | 0           |  |
| Medical Examination   | 0           | 0           | 0           | 0           | 0           | 0           |  |
| Promotion/Non-Selection   | 0           | 0           | 0           | 0           | 0           | 0           |  |
| Reasonable Accommodation Disability                                     | 0           | 0           | 0           | 1           | 0           | 0           |  |
| Other Terms/Conditions of Employment                                    | 0           | 0           | 0           | 1           | 0           | 0           |  |
| Training  | 0           | 1           | 0           | 0           | 0           | 0           |  |
| Performance Evaluation/Appraisal  | 0           | 1           | 0           | 1           | 0           | 0           |  |
| Religious Accommodation   | 0           | 0           | 0           | 0           | 0           | 0           |  |
| Reassignment (Any)  | 1           | 0           | 0           | 1           | 0           | 0           |  |
| Termination   | 0           | 0           | 0           | 0           | 0           | 0           |  |
| Disciplinary Action (Any)   | 0           | 0           | 0           | 0           | 0           | 0           |  |

| <b>Table 7: Federal Court Cases with Alleged Violation of Law, FY 2020 to FY 2025</b> |             |             |             |             |             |             |  |
|---|-------------|-------------|-------------|-------------|-------------|-------------|--|
|   | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |  |
| Total Court Cases   | 36          | 41          | 40          | 34          | 37          | 47          |  |
| Alleged Title VII Violation   | 29          | 32          | 33          | 28          | 30          | 38          |  |
| Alleged Age Discrimination in Employment Act Violation                                | 6           | 11          | 12          | 11          | 4           | 2           |  |
| Alleged Rehabilitation Act Violation  | 7           | 11          | 12          | 6           | 4           | 8           |  |
| Alleged Whistleblower Protection Act Violation  | 0           | 0           | 0           | 0           | 1           | 2           |  |
| Alleged Equal Pay Act Violation   | 0           | 0           | 0           | 0           | 0           | 0           |  |
| Alleged Retaliation   | 16          | 20          | 19          | 6           | 19          | 8           |  |

| <b>Table 8: Formal Complaint Processing Time in Days, FY 2020 to FY 2025</b> |             |             |             |             |             |             |
|--|-------------|-------------|-------------|-------------|-------------|-------------|
|  | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| Investigation Stage  | 304.8       | 251.1       | 156.6       | 130         | 145.2       | 154.6       |
| Final Action Stage   | 63.3        | 157.2       | 272.4       | 100.4       | 44.9        | 51.4        |

**Table 9: Annual Total Reimbursements for No FEAR Act cases  
by Amount and Number of Cases, FY 2020 to FY 2025**

|                                   | <b>2020</b> | <b>2021</b>  | <b>2022</b> | <b>2023</b>       | <b>2024</b> | <b>2025</b> |
|-----------------------------------|-------------|--------------|-------------|-------------------|-------------|-------------|
| Total Reimbursements              | \$282,000   | \$43,951,538 | \$113,900   | \$0 <sup>17</sup> | \$270,500   | \$0         |
| Cases Resulting in Reimbursements | 3           | 3            | 3           | 0                 | 2           | 0           |

<sup>17</sup> Bittman v. Buttigieg was settled for \$70,500 in FY 2024 as a new case (1-22-CV-05147) after an earlier case (1-22-CV-01872) was dismissed for untimely filing. Although the case ultimately was not settled until FY 2024, this case settlement amount also appeared in the FY 2023 No FEAR report.

**Appendix B – EEO Data Posted Pursuant to the No FEAR Act**

| <b>Total Complaints</b>    | <b>Comparative Data<br/>Previous Fiscal Year Data</b> |             |             |             |             |             |
|----------------------------|---|-------------|-------------|-------------|-------------|-------------|
|                            | <b>2020</b>   | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| Number of Complaints Filed | 271   | 176         | 235         | 293         | 276         | 247         |
| Number of Complainants     | 263   | 169         | 230         | 277         | 261         | 229         |
| Repeat Filers              | 7   | 7           | 5           | 15          | 13          | 15          |

| <b>Complaints by Basis</b>   | <b>Comparative Data<br/>Previous Fiscal Year Data</b> |             |             |             |             |             |
|--|---|-------------|-------------|-------------|-------------|-------------|
|  | <b>2020</b>   | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
| <i>Note: Complaints can be filed alleging multiple bases of discrimination. The sum of the bases may not equal total complaints filed.</i> |   |             |             |             |             |             |
| Reprisal   | 151   | 0           | 131         | 169         | 171         | 148         |
| Disability   | 88  | 0           | 82          | 111         | 110         | 111         |
| Race   | 108   | 75          | 82          | 87          | 109         | 86          |
| Sex  | 99  | 0           | 77          | 99          | 112         | 77          |
| Age  | 97  | 0           | 64          | 91          | 86          | 60          |
| Color  | 31  | 0           | 48          | 48          | 51          | 44          |
| National Origin  | 48  | 0           | 40          | 53          | 44          | 34          |
| Non-EEO basis  | 16  | 0           | 26          | 32          | 20          | 27          |
| Religion   | 13  | 0           | 34          | 28          | 20          | 15          |
| PDA  | 1   | 0           | 2           | 2           | 7           | 8           |
| Genetics   | 3   | 0           | 9           | 4           | 6           | 2           |
| Equal Pay Act  | 8   | 0           | 6           | 9           | 7           | 2           |

| Complaints by Issue   |                                      | Comparative Data          |      |      |      |      |      |
|---|--------------------------------------|---------------------------|------|------|------|------|------|
|   |                                      | Previous Fiscal Year Data |      |      |      |      |      |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the bases may not equal total complaints filed.</i> |                                      | 2020                      | 2021 | 2022 | 2023 | 2024 | 2025 |
| Appointment/Hire  |                                      | 6                         | 4    | 16   | 7    | 5    | 10   |
| Awards  |                                      | 8                         | 0    | 11   | 6    | 7    | 6    |
| Disciplinary Action   | Demotion                             | 2                         | 3    | 1    | 3    | 8    | 1    |
|   | Reprimand                            | 15                        | 9    | 0    | 0    | 0    | 0    |
|   | Suspension                           | 7                         | 14   | 16   | 24   | 11   | 16   |
|   | Removal                              | 5                         | 3    | 14   | 8    | 5    | 5    |
|   | Other                                | 0                         | 0    | 0    | 59   | 45   | 44   |
|   | Other 2                              | 0                         | 0    | 0    | 0    | 0    | 0    |
| Performance Evaluation/Appraisal  |                                      | 45                        | 19   | 37   | 38   | 38   | 31   |
| Examination/Test  |                                      | 0                         | 0    | 6    | 3    | 1    | 7    |
| Harassment  | Non-Sexual                           | 166                       | 116  | 157  | 201  | 179  | 138  |
|   | Sexual                               | 16                        | 9    | 7    | 25   | 19   | 8    |
| Sex-Stereotyping  |                                      | 0                         | 0    | 0    | 0    | 1    | 1    |
| Telework  |                                      | 15                        | 5    | 11   | 16   | 20   | 13   |
| Medical Examination   |                                      | 0                         | 7    | 19   | 1    | 4    | 5    |
| Pay (including overtime)  |                                      | 30                        | 12   | 14   | 20   | 15   | 13   |
| Promotion/Non-Selection   |                                      | 82                        | 39   | 62   | 59   | 69   | 33   |
| Reassignment  | Denied                               | 11                        | 6    | 11   | 28   | 25   | 23   |
|   | Directed                             | 10                        | 7    | 6    | 0    | 0    | 0    |
| Reasonable Accommodation Disability   |                                      | 42                        | 20   | 44   | 58   | 45   | 56   |
| Religious Accommodation   |                                      | 1                         | 0    | 15   | 4    | 2    | 2    |
| Telework  |                                      | 15                        | 5    | 11   | 16   | 20   | 13   |
| Termination   |                                      | 30                        | 15   | 18   | 21   | 30   | 31   |
| Terms and Conditions of Employment  | Assignment of Duties                 | 52                        | 31   | 0    | 0    | 0    | 0    |
|   | Duty Hours                           | 3                         | 7    | 0    | 0    | 0    | 0    |
|   | Conversion to Full Time/Perm Status* | 1                         | 0    | 0    | 0    | 0    | 0    |
|   | Reinstatement                        | 0                         | 0    | 0    | 0    | 0    | 0    |
|   | Retirement                           | 10                        | 2    | 0    | 0    | 0    | 0    |
|   | Terms and Conditions of Employment   | 29                        | 18   | 0    | 0    | 0    | 0    |
|   | Other                                | 0                         | 0    | 0    | 109  | 102  | 90   |
| Time and Attendance   |                                      | 24                        | 17   | 30   | 54   | 23   | 29   |
| Training  |                                      | 22                        | 16   | 29   | 40   | 33   | 20   |

| Processing Time   | Comparative Data<br>Previous Fiscal Year Data |       |       |       |       |       |
|---|---|-------|-------|-------|-------|-------|
|   | 2020  | 2021  | 2022  | 2023  | 2024  | 2025  |
| <b>Complaints pending (for any length of time) during fiscal year</b>   |   |       |       |       |       |       |
| Average Number of Days in Investigation Stage   | 304.8   | 251.1 | 156.6 | 130   | 145.2 | 154.6 |
| Average Number of Days in Final Action Stage  | 63.3  | 157.2 | 272.4 | 100.4 | 44.9  | 51.4  |
| <b>Complaints pending (for any length of time) during the fiscal year in which a hearing was requested during fiscal year</b> |   |       |       |       |       |       |
| Average Number of Days in Investigation Stage   | 308.5   | 248.1 | 141.9 | 135.9 | 155.7 | 163.6 |
| Average Number of Days in Final Action Stage  | 25.8  | 150.5 | 143.8 | 30.7  | 10.8  | 39.3  |
| <b>Complaints pending (for any length of time) during the fiscal year in which a hearing was not requested</b>                |   |       |       |       |       |       |
| Average Number of Days in Investigation Stage   | 306.2   | 253.8 | 170.8 | 124.2 | 137.4 | 144.4 |
| Average Number of Days in Final Action Stage  | 82.3  | 247.6 | 329.8 | 138.6 | 65.4  | 57.9  |

| Complaints Dismissed by Agency          |  | Comparative Data<br>Previous Fiscal Year Data |      |      |       |      |      |
|---|--|---|------|------|-------|------|------|
|   |  | 2020  | 2021 | 2022 | 2023  | 2024 | 2025 |
| Total Complaints Dismissed by Agency    |  | 23  | 4    | 36   | 31    | 36   | 35   |
| Average Days Pending Prior to Dismissal |  | 48  | 133  | 224  | 177.7 | 71.8 | 65.7 |
| Complaints Withdrawn                    | Total Complaints Withdrawn by Complainants | 22  | 10   | 3    | 6     | 13   | 41   |

| Total Final Actions Finding Discrimination | Comparative Data<br>Previous Fiscal Year Data |         |      |         |      |         |      |         |      |         |      |         |
|--|---|---------|------|---------|------|---------|------|---------|------|---------|------|---------|
|  | 2020  |         | 2021 |         | 2022 |         | 2023 |         | 2024 |         | 2025 |         |
|  | #   | percent | #    | percent | #    | percent | #    | percent | #    | percent | #    | percent |
| Total Number Findings                      | 3   |         | 1    |         | 0    |         | 1    |         | 0    |         | 0    |         |
| Without Hearing                            | 3   | 100     | 1    | 100     | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| With Hearing                               | 0   | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |

| Findings of Discrimination Rendered by Basis   | Comparative Data          |         |      |         |      |         |      |         |      |         |      |         |
|--|---------------------------|---------|------|---------|------|---------|------|---------|------|---------|------|---------|
|  | Previous Fiscal Year Data |         |      |         |      |         |      |         |      |         |      |         |
|  | 2020                      |         | 2021 |         | 2022 |         | 2023 |         | 2024 |         | 2025 |         |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total findings.</i> | #                         | percent | #    | percent | #    | percent | #    | percent | #    | percent | #    | percent |
| <b>Total Number Findings</b>   | 3                         |         | 1    |         | 0    |         | 1    |         | 0    |         | 0    |         |
| Race   | 0                         | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Color  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Religion   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Reprisal   | 1                         | 33.3    | 1    | 100     | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Sex (including complains filed under EPA)  | 1                         | 33.3    | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| PDA  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| National Origin  | 1                         | 33.3    | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Equal Pay Act  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Age  | 1                         | 33.3    | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Disability   | 0                         | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Genetics   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Non EEO Basis  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| <b>Findings After Hearing</b>  | 0                         |         | 0    |         | 0    |         | 1    |         | 0    |         | 0    |         |
| Race   | 0                         | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Color  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Religion   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Reprisal   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Sex (including complains filed under EPA)  | 0                         | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| PDA  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| National Origin  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Equal Pay Act  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Age  | 0                         | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Disability   | 0                         | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Genetics   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Non EEO Basis  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| <b>Findings Without Hearing</b>  | 3                         |         | 1    |         | 0    |         | 0    |         | 0    |         | 0    |         |
| Race   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Color  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Religion   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Reprisal   | 1                         | 33.33   | 1    | 100     | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Sex (including complains filed under EPA)  | 1                         | 33.33   | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| PDA  | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |

|                 |   |       |   |   |   |   |   |   |   |   |   |   |
|-----------------|---|-------|---|---|---|---|---|---|---|---|---|---|
| National Origin | 1 | 33.33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act   | 0 | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age             | 1 | 33.33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability      | 0 | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetics        | 0 | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non EEO Basis   | 0 | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination<br>Rendered by Issue<br>(Part 1)<br><i>Note: Complaints can be filed<br/>alleging multiple issues. The sum<br/>of the issues may not equal total<br/>findings.</i> |                            | Comparative Data<br>Previous Fiscal Year Data |         |      |         |      |         |      |         |      |         |      |         |
|---|----------------------------|---|---------|------|---------|------|---------|------|---------|------|---------|------|---------|
|   |                            | 2020  |         | 2021 |         | 2022 |         | 2023 |         | 2024 |         | 2025 |         |
|   |                            | #   | percent | #    | percent | #    | percent | #    | percent | #    | percent | #    | percent |
| <b>Total Number of Findings</b>   |                            | 3   |         | 1    |         | 0    |         | 1    |         | 0    |         | 0    |         |
| Appointment/Hire  |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Awards  |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Disciplinary<br>Action  | Demotion                   | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Reprimand                  | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Removal                    | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Suspension                 | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Other                      | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Other 2                    | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Evaluation/Appraisal  |                            | 0   | 0       | 1    | 100     | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Examination/Test  |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Harassment  | Non-Sexual                 | 2   | 66.6    | 1    | 100     | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
|   | Sexual                     | 1   | 33.3    | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Sex-Stereotyping  |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Telework  |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Medical Examination   |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Pay (including overtime)  |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Promotion/Non-Selection   |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Reassignment  | Denied/Directed            | 0   | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
|   | Directed                   | 1   | 33      | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Reasonable Accommodation<br>Disability  |                            | 0   | 0       | 0    | 0       | 0    | 0       | 1    | 100     | 0    | 0       | 0    | 0       |
| Religious Accommodation   |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Termination   |                            | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Terms and   | Assignment of<br>Duties    | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Duty Hours                 | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Conversion to<br>Full Time | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Reinstatement              | 0   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |

|   |  |         |      |         |      |         |      |         |      |         |      |         |   |
|---|--|---------|------|---------|------|---------|------|---------|------|---------|------|---------|---|
| Conditions of Employment                              | Retirement                                 | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Terms and Conditions                       | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Other                                      | 0       | 0    | 0       | 0    | 0       | 0    | 1       | 100  | 0       | 0    | 0       | 0 |
| Time and Attendance                                   |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Training  |  | 0       | 0    | 1       | 100  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Findings of Discrimination Rendered by Issue (Part 2) | Comparative Data Previous Fiscal Year Data |         |      |         |      |         |      |         |      |         |      |         |   |
|   | 2020                                       |         | 2021 |         | 2022 |         | 2023 |         | 2024 |         | 2025 |         |   |
|   | #  | percent | #    | percent | #    | percent | #    | percent | #    | percent | #    | percent |   |
| Findings After Hearing                                |  | 0       | 0    | 0       | 0    | 0       | 0    | 1       | 100  | 0       | 0    | 0       | 0 |
| Appointment/Hire                                      |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Awards  |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Disciplinary Action                                   | Demotion                                   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Reprimand                                  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Removal                                    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Suspension                                 | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Other                                      | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Other 2                                    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Performance Evaluation/Appraisal                      |  | 0       | 0    | 0       | 0    | 0       | 0    | 1       | 100  | 0       | 0    | 0       | 0 |
| Examination/Test                                      |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Harassment  | Non-Sexual                                 | 0       | 0    | 0       | 0    | 0       | 0    | 1       | 100  | 0       | 0    | 0       | 0 |
|   | Sexual                                     | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Sex-Stereotyping                                      |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Telework  |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Medical Examination                                   |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Pay (including overtime)                              |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Promotion/Non-Selection                               |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Reassignment  | Denied/Directed                            | 0       | 0    | 0       | 0    | 0       | 0    | 1       | 100  | 0       | 0    | 0       | 0 |
|   | Directed                                   | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Reasonable Accommodation Disability                   |  | 0       | 0    | 0       | 0    | 0       | 0    | 1       | 100  | 0       | 0    | 0       | 0 |
| Religious Accommodation                               |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Termination   |  | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
| Terms and Conditions of Employment                    | Assignment of Duties                       | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Duty Hours                                 | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Conversion to Full Time/Perm Status        | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Reinstatement                              | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |
|   | Retirement                                 | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0 |

|                     |                      |   |   |   |   |   |   |   |     |   |   |   |   |
|---------------------|----------------------|---|---|---|---|---|---|---|-----|---|---|---|---|
|                     | Terms and Conditions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 |
|                     | Other                | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Time and Attendance |                      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 |
| Training            |                      | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Issue (Part 3) |                         | Comparative Data          |         |      |         |      |         |      |         |      |         |      |         |
|---|-------------------------|---------------------------|---------|------|---------|------|---------|------|---------|------|---------|------|---------|
|   |                         | Previous Fiscal Year Data |         |      |         |      |         |      |         |      |         |      |         |
|   |                         | 2020                      |         | 2021 |         | 2022 |         | 2023 |         | 2024 |         | 2025 |         |
|   |                         | #                         | percent | #    | percent | #    | percent | #    | percent | #    | percent | #    | percent |
| <b>Findings Without Hearing</b>                       |                         | 3                         |         | 1    |         | 0    |         | 0    |         | 0    |         | 0    |         |
| Appointment/Hire                                      |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Awards  |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Disciplinary Action                                   | Demotion                | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Reprimand               | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Removal                 | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Suspension              | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Other                   | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Other 2                 | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Performance Evaluation/Appraisal                      |                         | 0                         | 0       | 1    | 100     | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Examination/Test                                      |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Harassment  | Non-Sexual              | 2                         | 66.6    | 1    | 100     | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Sexual                  | 1                         | 33.3    | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Sex-Stereotyping                                      |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Telework  |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Medical Examination                                   |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Pay (including overtime)                              |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Promotion/Non-Selection                               |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Reassignment  | Denied/Directed         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Directed                | 1                         | 33      | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Reasonable Accommodation Disability                   |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Religious Accommodation                               |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Termination   |                         | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
| Terms and Conditions of Employment                    | Assignment of Duties    | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Duty Hours              | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Conversion to Full Time | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Reinstatement           | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Retirement              | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |
|   | Terms and Conditions    | 0                         | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       | 0    | 0       |

|  |                     |   |   |   |     |   |   |   |   |   |   |   |   |
|--|---------------------|---|---|---|-----|---|---|---|---|---|---|---|---|
|  | Other               | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | Time and Attendance | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|  | Training            | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      |      |
|---|---|------|------|------|------|------|
|   | 2020  | 2021 | 2022 | 2023 | 2024 | 2025 |
| Total Complaints from Previous Fiscal Years                 | 612   | 773  | 788  | 809  | 449  | 362  |
| Total Complainants  | 508   | 645  | 655  | 672  | 370  | 303  |
| <b>Number of Complaints Pending</b>                         |   |      |      |      |      |      |
| Investigation   | 90  | 96   | 105  | 96   | 76   | 46   |
| Hearing   | 412   | 451  | 464  | 474  | 217  | 171  |
| Final Agency Action   | 112   | 172  | 178  | 192  | 101  | 113  |
| Appeal with EEOC Office of Federal Operations               | 326   | 326  | 326  | 327  | 241  | 274  |

| Complaint Investigations  | Comparative Data<br>Previous Fiscal Year Data |      |      |      |      |      |
|---|---|------|------|------|------|------|
|   | 2020  | 2021 | 2022 | 2023 | 2024 | 2025 |
| Pending Completion Where Investigation Exceeds Required Time Frames | 42  | 28   | 30   | 53   | 5    | 7    |