

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

FHWA (Includes Sub-Level Offices)

For 3rd Quarter 2026 for period ending June 30, 2026

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 06-30)
Number of Complaints Filed	8	4	9	7	5	5
Number of Complainants	8	4	9	7	5	4
Repeat Filers	0	0	0	0	0	1

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Race	2	1	2	2	3	0
Color	0	1	0	1	1	0
Religion	1	0	2	0	0	1
Reprisal	6	1	7	6	4	3
Sex	2	1	1	4	1	1
PDA	0	0	0	0	0	0
National Origin	1	0	3	1	3	1
Equal Pay Act	0	0	0	0	0	0
Age	3	2	4	1	3	2
Disability	4	4	4	5	3	5
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 06-30)
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	2
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	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	5	3	7	6	4	5
Harassment: Sexual	1	0	0	0	1	1
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	2
Reassignment: Denied/Directed	0	0	0	1	0	1
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	2	3	0	3
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	3
Terms/Conditions of Employment*	1	0	0	0	0	0
Time and Attendance	2	0	1	0	1	1
Training	0	1	0	0	1	1
Other Terms/Conditions of Employment*	0	0	2	4	1	2

Part 9 Complaints Pending from Previous FY By Status

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Total complaints from previous Fiscal Years	40	41	10	10	12	12
Total Complainants	28	31	7	7	9	9
Complaints Pending Investigation	3	3	0	0	0	0
ROI issued, pending Complainant's action	0	0	1	1	1	1
Complaints Pending in Hearing	29	26	7	7	7	7
Complaints Pending Final Agency Action	11	13	1	1	3	3
Complaints Pending Appeal with EEOC Office of Federal Operations	4	4	6	6	8	9

Part 10 Complaint Investigations

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	0	0	0	0