

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

FPAC (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 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 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Number of Complaints Filed	63	46	31	35	63	32
Number of Complainants	63	45	28	35	59	30
Repeat Filers	0	1	3	0	4	2

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	26	16	8	11	18	9
Color	8	7	3	2	8	0
Religion	5	3	3	3	1	1
Reprisal	33	15	11	19	38	15
Sex	25	17	6	15	20	13
PDA	1	1	0	0	0	1
National Origin	4	3	3	4	6	1
Equal Pay Act	0	2	2	2	0	0
Age	26	15	9	14	22	9
Disability	26	16	14	15	31	9
Genetics	0	2	0	0	0	0
Non-EEO	12	7	1	8	5	3

# Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Appointment/Hire	13	3	2	0	3	0
Assignment of Duties*	6	5	2	0	0	0
Awards	1	0	1	0	2	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	1	0	0	0	0	0
Disciplinary Action: Reprimand**	4	0	0	0	0	0
Disciplinary Action: Suspension	6	3	3	0	4	4
Disciplinary Action: Removal	8	0	3	0	1	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	19	3
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	15	2	3	0	6	0
Examination/Test	0	1	0	0	0	0
Harassment: Non-Sexual	29	7	7	1	37	11
Harassment: Sexual	2	1	0	0	3	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	1	0	3	1
Promotion/Non-Selection	11	10	5	0	18	13
Reassignment: Denied/Directed	0	2	1	0	3	1
Reassignment: Directed	5	0	0	0	1	1
Reasonable Accommodation Disability	10	4	2	0	13	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	0	1	0
Retirement*	1	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	0	11	2
Termination	3	10	4	0	9	4
Terms/Conditions of Employment*	5	5	0	0	0	0
Time and Attendance	9	2	1	1	13	3
Training	1	0	1	0	7	1
Other Terms/Conditions of Employment*	0	0	0	1	18	8

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Average days in Investigation for all cases pending during FY	211.5	147.09	134.97	104.0	160.88	158.56
Average days in Final Action for all cases pending during FY	39.58	39.39	33.82	0.0	22.63	43.57
Average days in Investigation with Hearing	226.91	170.75	144.47	104.0	149.83	164.67
Average days in Final Action with Hearing	29.91	16.0	20.07	0.0	9.8	24.00
Average Days in Investigation without Hearing	198.5	126.06	126.38	0.0	166.75	157.77
Average Days in Final Action without Hearing	50.0	64.4	53.75	0.0	38.67	51.40

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Total Complaints Dismissed by Agency	3	1	3	0	8	0
Average Days Pending Prior to Dismissal	37	24	34	0	54.5	0.00
Total Complaints Withdrawn by Complainants	7	3	2	0	3	3

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03-31)	FY 2025 % (thru 03-31)
Total Number Findings	2		0		1		0		3		2	
Findings Without Hearing	1	50	0	0	0	0	0	0	2	67	2	100
Findigs With Hearing	1	50	0	0	1	100	0	0	1	33	0	0

Part 7 Finding of Discrimination by Basis												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03- 31)	FY 2025 % (thru 03- 31)
Total Number Findings	2		0		1		0		3		2	
Race	0	0.00	0	0.00	1	100.00	0	0.00	1	33.33	0	0.00
Color	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	50.00	0	0.00	1	100.00	0	0.00	2	66.67	1	50.00
Sex	1	50.00	0	0.00	1	100.00	0	0.00	1	33.33	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	100.00	0	0.00	1	33.33	0	0.00
Disability	1	50.00	0	0.00	0	0.00	0	0.00	1	33.33	1	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03- 31)	FY 2025 % (thru 03- 31)
Findings After Hearing	1		0		1		0		1		0	
Race	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
Color	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Sex	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03-31)	FY 2025 % (thru 03-31)
Finding Without Hearing	1		0		0		0		2		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	1	50.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	1	100.00	0	0.00	0	0.00	0	0.00	1	50.00	1	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00

[illegible]

### Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

## Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]



Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Total complaints from previous Fiscal Years	52	35	27	1	17	41
Total Complainants	51	34	23	1	16	39
Complaints Pending Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Complaints Pending in Hearing	48	33	24	1	9	25
Complaints Pending Final Agency Action	4	1	2	0	2	7
Complaints Pending Appeal with EEOC Office of Federal Operations	44	51	60	0	50	53

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0