

*Per EEOC guidance issued on November 25, 2025 "all complaint processing timeframes falling within the shutdown period were tolled. Consequently, all applicable complaint processing timelines—including those pertaining to EEO counseling, investigations, and the issuance of Final Agency Decisions (FADs)—shall be extended by forty-three (43) calendar days." The average number of days for Final Agency Decisions in this report, have increased due to the government shutdown from October 1, 2025 through November 12, 2025.

No FEAR Act FY26 Q1 Report

Comparative Data		Previous Fiscal Year Data					
Complaint Activity		2021	2022	2023	2024	2025	2026 thru 12-31
Number of Complaints Filed		48	102	65	96	114	8
Number of Complainants		47	100	63	94	113	8
Repeat Filers		1	2	2	2	2	0

Comparative Data		Previous Fiscal Year Data					
Complaints by Basis		2021	2022	2023	2024	2025	2026 thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race		20	12	12	25	36	4
Color		4	5	5	11	16	2
Religion		3	46	10	15	15	0
Reprisal		22	24	42	50	70	4
Sex		18	18	37	40	65	3
Pregnancy Discrimination Act		2	3	1	1	5	1
National Origin		5	7	17	22	16	2
Equal Pay Act		0	1	1	0	0	0
Age		7	8	17	16	37	2
Disability		7	67	22	40	24	2
Genetic Information Non-Disclosure		0	0	1	0	5	0
Non-EEO		0	0	0	0	5	0

Comparative Data		Previous Fiscal Year Data					
Complaints by Issue		2021	2022	2023	2024	2025	2026 thru 12-31
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>							
Appointment/Hire		1	2	3	1	2	0
Assignment of Duties		8	9	20	16	16	3
Awards		3	0	3	1	1	0
Conversion to Full-time		0	0	0	0	0	0
Disciplinary Action:							
Demotion		0	0	0	1	0	0
Reprimand		1	6	7	9	2	2
Removal		2	6	2	5	0	0
Suspension		0	1	0	1	0	0
Letter of Warning		5	2	4	4	1	0
Other		0	0	0	0	0	0
Duty Hours		0	1	1	2	1	0

Evaluation Appraisal	8	9	15	16	15	4
Examination/Test	0	0	0	1	0	0
Harassment:						
Non-Sexual	20	84	56	83	110	8
Sexual	2	1	6	5	3	0
Medical Examination	0	0	1	2	0	0
Pay (Including Overtime)	2	0	2	9	2	0
Promotion/Non-Selection	13	7	15	6	12	0
Reassignment:						
Denied	5	1	2	1	8	0
Directed	0	5	2	2	4	0
Reasonable Accommodation	1	7	4	16	3	1
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	37	0	0	0	0
Retirement	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	4	3	8	10	20	0
Terms/Conditions of Employment	10	59	22	34	46	1
Time and Attendance	4	4	2	2	4	0
Training	2	7	4	4	4	0
Other	0	0	1	0	4	0

Comparative Data		Previous Fiscal Year Data					
Processing Time		2021	2022	2023	2024	2025	2026 thru 12-31
Complaints pending during fiscal year							
Average number of days in investigation stage		343	255	248	267	268	252
Average number of days in final action stage		80	50	51	49	53	94*
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage		370	277	243	272	279	254
Average number of days in final action stage		0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage		311	228	231	258	257	175
Average number of days in final action stage		85	59	57	57	52	94*

Comparative Data		Previous Fiscal Year Data					
Complaints Dismissed by Agency		2021	2022	2023	2024	2025	2026 thru 12-31
Total Complaints Dismissed by Agency		11	5	3	13	15	0
Average days pending prior to dismissal		49	22	27	26	28	0
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants		1	5	1	10	11	1

Comparative Data	Previous Fiscal Year Data					
Pending Complaints Filed in Previous Fiscal Years by Status	2021	2022	2023	2024	2025	2026 thru 12-31
Total complaints from previous Fiscal Years	56	54	54	112	167	184
Total Complainants	54	46	49	104	148	165
Number complaints pending						
Investigation	0	5	3	1	55	62
ROI Issued, Pending Complainants Action	0	1	1	2	1	1
Hearing	49	30	25	29	29	33
Final Action	9	4	1	9	4	6
Appeal with EEOC Office of Federal Operations	3	14	24	71	72	73

Comparative Data	Previous Fiscal Year Data					2026 thru 12-31
	2021	2022	2023	2024	2025	
Complaint Investigations						
Pending Complaints Where Investigations Exceeds Required Time Frames	21	22	1	8	0	0

Comparative Data		Previous Fiscal Year Data											
Total Final Actions Finding Discrimination		2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 #	2026 %
Total Number Findings		2		1		2		1		4		1	
Without Hearing		2	100%	1	100%	2	100%	1	100%	3	75%	1	100%
With Hearing		0	0	0	0	0	0	0	0	1	25%	0	0%

