

*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 Q2 Report

Comparative Data	Previous Fiscal Year Data					
Complaint Activity	2021	2022	2023	2024	2025	2026 thru 03-31
Number of Complaints Filed	48	102	65	96	114	32
Number of Complainants	47	100	63	94	113	32
Repeat Filers	1	2	2	2	2	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis	2021	2022	2023	2024	2025	2026 thru 03-31
<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	10
Color	4	5	5	11	16	6
Religion	3	46	10	15	15	1
Reprisal	22	24	42	50	70	18
Sex	18	18	37	40	65	16
Pregnancy Discrimination Act	2	3	1	1	5	3
National Origin	5	7	17	22	16	4
Equal Pay Act	0	1	1	0	0	0
Age	7	8	17	16	37	3
Disability	7	67	22	40	24	10
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 03-31
<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	2
Assignment of Duties	8	9	20	16	16	12
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	4
Removal	2	6	2	5	0	1
Suspension	0	1	0	1	0	0
Letter of Warning	5	2	4	4	1	1
Other	0	0	0	0	0	0
Duty Hours	0	1	1	2	1	0
Evaluation Appraisal	8	9	15	16	15	11
Examination/Test	0	0	0	1	0	1

Harassment:						
Non-Sexual	20	84	56	83	110	32
Sexual	2	1	6	5	3	0
Medical Examination	0	0	1	2	0	0
Pay (Including Overtime)	2	0	2	9	2	2
Promotion/Non-Selection	13	7	15	6	12	3
Reassignment:						
Denied	5	1	2	1	8	0
Directed	0	5	2	2	4	0
Reasonable Accommodation	1	7	4	16	3	3
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	2
Terms/Conditions of Employment	10	59	22	34	46	7
Time and Attendance	4	4	2	2	4	1
Training	2	7	4	4	4	3
Other	0	0	1	0	4	5

Comparative Data	Previous Fiscal Year Data					
Processing Time	2021	2022	2023	2024	2025	2026 thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation stage	343	255	248	267	268	278
Average number of days in final action stage	80	50	51	49	53	80*
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	370	277	243	272	279	267
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	277
Average number of days in final action stage	85	59	57	57	52	54*

Comparative Data	Previous Fiscal Year Data					
Complaints Dismissed by Agency	2021	2022	2023	2024	2025	2026 thru 03-31
Total Complaints Dismissed by Agency	11	5	3	13	15	4
Average days pending prior to dismissal	49	22	27	26	28	31
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	5	1	10	11	3

Comparative Data	Previous Fiscal Year Data					
Pending Complaints Filed in Previous Fiscal Years by Status	2021	2022	2023	2024	2025	2026 thru 03-31
Total complaints from previous Fiscal Years	56	54	54	112	167	198
Total Complainants	54	46	49	104	148	180
Number complaints pending						
Investigation	0	5	3	1	55	77
ROI Issued, Pending Complainants Action	0	1	1	2	1	0

Hearing	49	30	25	29	29	32
Final Action	9	4	1	9	4	8
Appeal with EEOC Office of Federal Operations	3	14	24	71	72	71

Comparative Data	Previous Fiscal Year Data					
Complaint Investigations	2021	2022	2023	2024	2025	2026 thru 03-31
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%

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Basis	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%	2025 #	2025 %	2026 #	2026 %
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>												
Total Number Findings												
Race	0	0	0	0	0	0	0	0	1	12.5%	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	100%	1	100%	0	0	0	0	2	25%	0	0%
Sex	0	0	0	0	0	0	0	0	1	12.5%	0	0%
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	1	12.5%	0	0%
National Origin	0	0	0	0	0	0	0	0	1	12.5%	0	0%
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0%
Age	0	0	0	0	0	0	0	0	0	0	0	0%
Disability	1	100%	0	0	2	100%	1	100%	2	25%	1	100%
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0%
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0%
Findings After Hearing												
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	0	0	0	0	0	0	0	0	1	50.0%	0	0%
Sex	0	0	0	0	0	0	0	0	0	0	0	0%
Pregnancy Discrimination Act	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	0	0	0	0	0	0%
Disability	0	0	0	0	0	0	0	0	0	0	0	0%
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0%
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0%
Findings Without Hearing												
Race	0	0	0	0	0	0	0	0	1	100%	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	100%	1	100%	0	0	0	0	1	50.0%	0	0%
Sex	0	0	0	0	0	0	0	0	1	100%	0	0%

Disciplinary Warning	0	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	0%
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0%
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0%
Harassment:													
Non-Sexual	0	0	0	0	0	0	0	0	1	25%	0	0	0%
Sexual	0	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	0%
Pay (Including Overtime)	0	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	0%
Reassignment:													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0%
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0%
Reasonable Accommodation	0	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	0%
Religious Accommodation	0	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	0%
Sex-Stereotyping	0	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	0%
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0%
Terms/Conditions of Employment	0	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	0%
Training	0	0	0	0	0	0	0	0	0	0	0	0	0%
Other	0	0	0	0	0	0	0	0	1	50%	0	0	0%
Findings Without Hearing													
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0%
Assignment of Duties	0	0	0	0	1	33.33%	0	0	0	0	0	0	0%
Awards	0	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	0%
Disciplinary Action:													
Demotion	0	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	0%
Suspension	0	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	0%
Disciplinary Warning	0	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	0%
Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	100%	0	0	0%
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0%
Harassment:													
Non-Sexual	1	100%	0	0	1	33.33%	0	0	3	75%	1	100%	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0%
Medical Examination	0	0	0	0	0	0	1	100%	0	0	0	0	0%
Pay (Including Overtime)	1	100%	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	0%
Reassignment:													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0%
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0%
Reasonable Accommodation	0	0	0	0	1	33.33%	0	0	1	100%	0	0	0%
Reinstatement	0	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	0%
Retirement	0	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	0%
Telework	0	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	0%
Terms/Conditions of Employment	1	100%	0	0	1	0	0	0	0	0	0	0	0%

