

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

EPA (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 31, 2025

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	63	43	45	47	41	18
Number of Complainants	58	41	43	47	38	18
Repeat Filers	5	2	2	0	3	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	
Race	39	20	21	24	18	8
Color	19	5	12	11	3	5
Religion	3	1	10	4	3	0
Reprisal	42	28	31	28	22	12
Sex	27	16	16	15	13	7
PDA	0	0	0	1	0	0
National Origin	6	6	11	7	6	0
Equal Pay Act	1	0	0	0	0	0
Age	27	11	11	14	12	10
Disability	27	16	12	22	19	11
Genetics	1	0	2	1	0	0
Non-EEO	1	4	1	4	1	1

Part 3 Complaints By Issue	Comparative Data					
Note: 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. The 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 for the current FY starting in FY2023.	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Appointment/Hire	1	4	4	1	0	1
Assignment of Duties*	10	7	10	0	0	0
Awards	1	0	2	2	0	2
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	2	0
Reprimand**	6	3	1	0	0	0
Suspension	7	1	3	2	1	0
Removal	1	0	0	1	0	0
Other Disciplinary Actions**	0	0	0	2	3	4
Other 2**	0	0	0	0	0	0
Duty Hours*	2	0	1	0	0	0
Perf. Eval./ Appraisal	9	5	5	9	5	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	36	10	13	18	19	6
Sexual	4	2	1	2	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	2	0	0	0	0
Promotion/Non-Selection	13	7	2	11	8	5
Reassignment						
Reassignment: Denied/Directed	2	2	1	0	1	0
Directed	0	4	2	1	0	1
Reasonable Accommodation Disability	10	6	4	9	4	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	3	0	1	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	1	2	0	1
Termination	4	2	3	7	1	1
Terms/Conditions of Employment*	12	6	17	0	0	0
Time and Attendance	6	2	2	3	1	1
Training	3	2	2	1	1	0
Other Terms/Conditions of Employment*	0	0	0	13	11	4
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	7	11	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	217.41	219.88	197.79	232.55	205.4	240.00
Average number of days in final action	71.73	109.35	103.7	61.67	71.77	28.50
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	221.69	215.47	226.6	240.39	205.34	187.50
Average number of days in final action	39.89	35.25	59.0	28.54	14.42	11.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	200.7	227.72	183.15	223.08	205.5	292.50
Average number of days in final action	204.0	92.83	77.5	128.38	140.6	46.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	6	4	6	2	4	0
Average days pending prior to dismissal	266	144	116.29	105.5	265.75	0.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	3	8	8	6	3

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Findings After Hearing	0		0		0		0		0		0	
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	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		0		0		2		0		0	
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	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	2	100.00	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	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

The 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 for the current FY starting in FY2023.

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Findings Without Hearing	0		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	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
Conversion to Full Time/Perm Status*	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
Suspension	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
Other Disciplinary Actions**	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
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	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
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	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												
Reassignment: Denied/Directed	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
Reasonable Accommodation Disability	0	0	0	0	0	0	2	100	0	0	0	0
Reinstatement*	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
Retirement*	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
Termination	0	0	0	0	0	0	1	50	0	0	0	0
Terms/Conditions of Employment*	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	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	62	72	55	13	18	31
Total Complainants	55	63	47	12	18	29
Number complaints pending						
Investigation	1	1	0	0	1	3
ROI issued, pending Complainant's action	0	0	1	2	0	5
Hearing	52	56	45	11	14	19
Final Agency Action	7	12	8	0	2	3
Appeal with EEOC Office of Federal Operations	56	56	4	30	23	24

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	4	1	0	0	0