

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

EPA (Includes Sub-Level Offices)

For 3rd Quarter 2025 for period ending June 30, 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

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Number of Complaints Filed	63	43	45	47	41	26
Number of Complainants	58	41	43	47	38	26
Repeat Filers	5	2	2	0	3	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Race	39	20	21	24	18	10
Color	19	5	12	11	3	7
Religion	3	1	10	4	3	0
Reprisal	42	28	31	28	22	17
Sex	27	16	16	15	13	10
PDA	0	0	0	1	0	0
National Origin	6	6	11	7	6	1
Equal Pay Act	1	0	0	0	0	1
Age	27	11	11	14	12	13
Disability	27	16	12	22	19	17
Genetics	1	0	2	1	0	0
Non-EEO	1	4	1	4	1	3

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
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	0	0	0	0	0	0
Disciplinary Action: Demotion	1	0	1	0	2	0
Disciplinary Action: Reprimand**	6	3	1	0	0	0
Disciplinary Action: Suspension	7	1	3	2	1	0
Disciplinary Action: Removal	1	0	0	1	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	2	3	4
Disciplinary Action: 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	9
Harassment: 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	7
Reassignment: Denied/Directed	2	2	1	0	1	0
Reassignment: Directed	0	4	2	1	0	1
Reasonable Accommodation	10	6	4	9	4	6
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	4
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	5

Part 4 Processing Time (Complaints Pending During FY)

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Average days in Investigation for all cases pending during FY	217.41	219.88	197.79	232.55	205.4	225.60
Average days in Final Action for all cases pending during FY	71.73	109.35	103.7	61.67	71.77	24.45
Average days in Investigation with	221.69	215.47	226.6	240.39	205.34	215.36
Average days in Final Action with	39.89	35.25	59.0	28.54	14.42	14.14
Average Days in Investigation without Hearing	200.7	227.72	183.15	223.08	205.5	238.64
Average Days in Final Action without Hearing	204.0	92.83	77.5	128.38	140.6	42.50

Part 5 Complaints Dismissed or Withdrawn

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Total Complaints Dismissed by	6	4	6	2	4	0
Average Days Pending Prior to Dismissal	266	144	116.29	105.5	265.75	0.00
Total Complaints Withdrawn by Complainants	6	3	8	8	6	5

Part 6 Total Final Agency Actions Finding Discrimination

[illegible]

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 06- 30)	FY 2025 % (thru 06- 30)
Total Number Findings	0		0		0		2		0		1	
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	100.0	0	0.00	1	100.00
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

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 06- 30)	FY 2025 % (thru 06- 30)
Findings After Hearing	0		0		0		0		0		1	
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	1	100.00
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

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 06- 30)	FY 2025 % (thru 06- 30)
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	100.0	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

Part 8 Finding of Discrimination by Issue

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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 06-30)
Total complaints from previous Fiscal Years	62	72	55	13	18	23
Total Complainants	55	63	47	12	18	21
Complaints Pending Investigation	1	1	0	0	1	0
ROI issued, pending Complainant's	0	0	1	2	0	0
Complaints Pending in Hearing	52	56	45	11	14	18
Complaints Pending Final Agency	7	12	8	0	2	4
Complaints Pending Appeal with EEOC Office of Federal Operations	56	56	4	30	23	24

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time	0	4	1	0	0	0