

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

EPA (Includes Sub-Level Offices)

For 1st Quarter 2026 for period ending December 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

Part 1 Complaint Activity						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Number of Complaints Filed	43	45	47	41	39	9
Number of Complainants	41	43	47	38	38	9
Repeat Filers	2	2	0	3	1	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	20	21	24	17	13	5
Color	5	12	11	3	8	1
Religion	1	10	4	3	0	0
Reprisal	28	31	28	23	25	5
Sex	16	16	15	13	15	4
PDA	0	0	1	0	0	0
National Origin	6	11	7	6	3	1
Equal Pay Act	0	0	0	0	2	1
Age	11	11	14	12	17	3
Disability	16	12	22	19	24	6
Genetics	0	2	1	1	0	0
Non-EEO	4	1	4	2	5	1

Part 3 Complaints By Issue

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	4	4	1	0	2	0
Assignment of Duties*	7	10	0	0	0	0
Awards	0	2	2	0	4	0
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	1	0	2	0	0
Disciplinary Action: Reprimand**	3	1	0	0	0	0
Disciplinary Action: Suspension	1	3	2	2	0	1
Disciplinary Action: Removal	0	0	1	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	2	4	7	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	5	5	9	5	3	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	10	13	18	18	18	3
Harassment: Sexual	2	1	2	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	0	0	1	1	0
Promotion/Non-Selection	7	2	11	8	8	0
Reassignment: Denied/Directed	2	1	0	1	0	0
Reassignment: Directed	4	2	1	0	1	0
Reasonable Accommodation	6	4	9	4	12	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	3	0	1	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	2	2	1	0
Termination	2	3	7	1	7	0
Terms/Conditions of Employment*	6	17	0	0	0	0
Time and Attendance	2	2	3	1	4	1
Training	2	2	1	2	2	0
Other Terms/Conditions of Employment*	0	0	13	13	8	2

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Average days in Investigation for all cases pending during FY	219.88	197.79	232.55	205.4	227.36	269.40
Average days in Final Action for all cases pending during FY	109.35	103.7	61.67	71.77	37.56	0.00
Average days in Investigation with	215.47	226.6	240.39	205.34	212.71	246.75
Average days in Final Action with	35.25	59.0	28.54	14.42	28.83	0.00
Average Days in Investigation without Hearing	227.72	183.15	223.08	205.5	242.94	360.00
Average Days in Final Action without Hearing	92.83	77.5	128.38	140.6	55.0	0.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total Complaints Dismissed by	4	6	2	4	0	0
Average Days Pending Prior to Dismissal	144	116.29	105.5	265.75	0	0.00
Total Complaints Withdrawn by Complainants	3	8	8	6	9	1

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12-31)	FY 2026 % (thru 12-31)
Total Number	0		0		2		0		1		0	
Findings Without Hearing	0	0	0	0	2	100	0	0	0	0	0	0
Findings With	0	0	0	0	0	0	0	0	1	100	0	0

Part 7 Finding of Discrimination by Basis

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Total Number Findings	0		0		2		0		1		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	2	100.0	0	0.00	1	100.0	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 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Findings After Hearing	0		0		0		0		1		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	1	100.0	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 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 12- 31)	FY 2026 % (thru 12- 31)
Finding Without Hearing	0		0		2		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	2	100.0	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

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

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Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	72	55	13	18	15	42
Total Complainants	63	47	12	18	14	40
Complaints Pending Investigation	1	0	0	1	0	15
ROI issued, pending Complainant's	0	1	2	0	0	0
Complaints Pending in Hearing	56	45	11	14	13	22
Complaints Pending Final Agency	12	8	0	2	1	4
Complaints Pending Appeal with EEOC Office of Federal Operations	56	4	30	25	27	28

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time	4	1	0	0	0	0