Equal Employment Opportunity Data Posted Pursuant to the No FEAR

HHS (Includes Sub-Level Offices)

For 4th Quarter 2026 for period ending September 30, 2026

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 the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Number of Complaints Filed	266	301	354	406	317	574
Number of Complainants	260	284	336	386	299	529
Repeat Filers	6	14	16	20	17	42

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Race	156	152	194	198	137	158
Color	70	84	98	93	71	69
Religion	26	32	44	45	26	34
Reprisal	150	193	214	222	199	248
Sex	132	133	157	180	124	164
PDA	1	7	4	4	3	14
National Origin	60	65	64	80	65	89
Equal Pay Act	10	17	30	24	14	29
Age	91	93	109	127	95	76
Disability	90	105	130	154	148	438
Genetics	4	4	6	5	1	3
Non-EEO	11	14	23	22	8	20

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Appointment/Hire	30	35	42	28	15	1
Assignment of Duties*	74	0	0	0	0	0
Awards	12	9	11	5	6	9
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	5	1	3	5	1
Disciplinary Action: Reprimand**	28	0	0	0	0	0
Disciplinary Action: Suspension	8	11	5	10	11	16
Disciplinary Action: Removal	13	10	8	7	11	10
Other Disciplinary Actions**	0	0	0	47	51	61
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	5	0	0	0	0	0
Perf. Eval./ Appraisal	71	67	69	66	69	80
Examination/Test	0	1	3	1	0	0
Harassment: Non-Sexual	128	152	170	214	147	193
Harassment: Sexual	9	6	6	7	7	5
Medical Examination	2	5	7	3	2	1
Pay including overtime	14	18	15	9	18	15
Promotion/Non-Selection	48	39	45	42	23	13
Reassignment: Denied/Directed	10	10	6	2	12	10
Reassignment: Directed	11	15	8	0	0	0
Reasonable Accommodation Disability	33	36	47	50	51	351
Reinstatement*	3	0	0	0	0	0
Religious Accommodation	0	4	1	2	2	4
Retirement*	2	0	0	0	0	0
Sex-Stereotyping	2	1	0	30	2	11
Telework	7	8	9	14	10	21
Termination	17	25	26	32	59	28
Terms/Conditions of Employment*	31	0	0	0	0	0
Time and Attendance	27	28	33	28	24	48
Training	19	15	10	22	12	8
Other Terms/Conditions of Employment*	0	0	0	125	120	127

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Average days in Investigation for all cases pending during FY	199.62	261.23	245.36	228.15	244.78	499.35
Average days in Final Action for all cases pending during FY	103.45	233.95	288.87	56.11	43.57	45.87
Average days in Investigation with Hearing	199.43	262.18	243.68	226.4	236.11	496.12
Average days in Final Action with Hearing	36.43	176.89	214.97	39.35	29.49	16.97
Average Days in Investigation without Hearing	206.28	261.86	251.64	234.13	267.38	516.11
Average Days in Final Action without Hearing	242.28	279.18	360.11	74.13	69.35	129.47

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Total Complaints Dismissed by Agency	25	26	33	37	26	60
Average Days Pending Prior to Dismissal	170	607	298	186.14	144.31	228.82
Total Complaints Withdrawn by Complainants	27	29	19	35	27	20

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 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	6		2		2		10		2		5	
Findings Without Hearing	1	17	1	50	0	0	9	90	1	50	4	80
Findings With Hearing	5	83	1	50	2	100	1	10	1	50	1	20

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 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	6		2		2		10		2		5	
Race	3	50.00	2	100.0	0	0.00	1	10.00	0	0.00	0	0.00
Color	1	16.67	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	5	83.33	1	50.00	0	0.00	5	50.00	0	0.00	0	0.00
Sex	2	33.33	2	100.0	0	0.00	2	20.00	0	0.00	1	20.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	2	100.0	0	0.00	1	10.00	0	0.00	0	0.00
Equal Pay Act	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	50.00	0	0.00	2	100.0	0	0.00
Disability	1	16.67	0	0.00	2	100.0	5	50.00	1	50.00	4	80.00
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 09-30)	FY 2026 % (thru 09-30)
Findings After Hearing	5		1		2		1		1		1	
Race	3	60.00	1	100.0	0	0.00	0	0.00	0	0.00	0	0.00
Color	1	20.00	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	4	80.00	1	100.0	0	0.00	1	100.0	0	0.00	0	0.00
Sex	2	40.00	1	100.0	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	1	100.0	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	1	50.00	0	0.00	1	100.0	0	0.00
Disability	1	20.00	0	0.00	2	100.0	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 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 09-30)	FY 2026 % (thru 09-30)
Findings Without Hearing	1		1		0		9		1		4	
Race	0	0.00	1	100.0	0	0.00	1	11.11	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	1	100.0	0	0.00	0	0.00	4	44.44	0	0.00	0	0.00
Sex	0	0.00	1	100.0	0	0.00	2	22.22	0	0.00	1	25.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	100.0	0	0.00	1	11.11	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	1	100.0	0	0.00
Disability	0	0.00	0	0.00	0	0.00	5	55.56	1	100.0	3	75.00
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

	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 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	6		2		2		9		2		5	
Appointment/Hire	0	0	0	0	0	0	0	0	1	50	1	20
Assignment of Duties*	2	33	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
Disciplinary Action: Reprimand**	1	17	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	1	11	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	1	11	0	0	0	0
Disciplinary Action: 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	3	50	1	50	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
Harassment: Non-Sexual	4	67	0	0	0	0	4	44	0	0	1	20
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	17	1	50	0	0	1	11	0	0	0	0
Promotion/Non-Selection	1	17	1	50	0	0	0	0	1	50	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	1	50	1	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	4	44	1	50	3	60
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	3	33	0	0	0	0
Termination	0	0	0	0	0	0	1	11	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	17	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	50	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	2	22	0	0	0	0

Part 8 Finding of Discrimination by Issue (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 09-30)	FY 2026 % (thru 09-30)
Findings After Hearing	5		1		2		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
Assignment of Duties*	2	40	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
Disciplinary Action: Reprimand**	1	20	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Disciplinary Action: 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	3	60	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
Harassment: Non-Sexual	3	60	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	1	20	1	100	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	20	1	100	0	0	0	0	1	100	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	1	100	1	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	100
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	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	20	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	100	0	0	0	0

Part 8 Finding of Discrimination by Issue (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 09-30)	FY 2026 % (thru 09-30)
Findings Without Hearing	1		1		0		8		1		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	25
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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	1	13	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	1	13	0	0	0	0
Disciplinary Action: 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	1	100	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
Harassment: Non-Sexual	1	100	0	0	0	0	4	50	0	0	1	25
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	13	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	4	50	1	100	2	50
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	3	38	0	0	0	0
Termination	0	0	0	0	0	0	1	13	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	1	13	0	0	0	0

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Total complaints from previous Fiscal Years	571	441	334	273	342	411
Total Complainants	521	412	312	252	323	382
Complaints Pending Investigation	38	21	15	12	60	141
ROI issued, pending Complainant's action	2	5	1	13	26	11
Complaints Pending in Hearing	322	250	191	148	166	126
Complaints Pending Final Agency Action	190	149	129	94	72	57
Complaints Pending Appeal with EEOC Office of Federal Operations	247	260	273	241	231	153

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	56	41	19	32	112	173