



## **Department of the Air Force**

### **Notification and Federal Employee Anti-Discrimination and Retaliation Act (No FEAR)**

### **Fiscal Year 2026 Quarter 1 Report**

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

AirForce HQ (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 the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Number of Complaints Filed	323	378	372	364	307	53
Number of Complainants	316	368	354	354	303	52
Repeat Filers	6	6	8	7	2	1

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	148	136	159	174	117	21
Color	74	76	72	82	52	9
Religion	12	67	29	20	17	4
Reprisal	158	167	158	159	151	30
Sex	118	122	127	149	117	20
PDA	1	2	2	4	4	0
National Origin	40	33	53	61	46	10
Equal Pay Act	5	8	9	9	5	0
Age	117	115	102	110	77	10
Disability	118	143	163	141	159	33
Genetics	5	8	4	1	3	0
Non-EEO	2	5	2	5	4	1

# Part 3 Complaints By Issue

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	44	51	33	22	14	2
Assignment of Duties*	49	57	0	0	0	0
Awards	14	7	9	6	4	1
Conversion to Full Time/Perm Status*	1	3	0	0	0	0
Disciplinary Action: Demotion	4	0	2	4	1	0
Disciplinary Action: Reprimand**	21	22	0	0	0	0
Disciplinary Action: Suspension	28	15	20	20	18	1
Disciplinary Action: Removal	19	10	20	12	13	3
Disciplinary Action: Other Disciplinary Actions**	0	0	0	59	57	10
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	16	8	0	0	0	0
Perf. Eval./ Appraisal	38	44	32	31	37	7
Examination/Test	1	14	2	0	3	0
Harassment: Non-Sexual	154	169	162	166	151	34
Harassment: Sexual	20	21	19	21	28	2
Medical Examination	1	11	5	4	5	0
Pay including overtime	6	14	9	12	8	0
Promotion/Non-Selection	32	45	34	34	22	6
Reassignment: Denied/Directed	4	12	4	6	7	0
Reassignment: Directed	16	14	8	11	9	2
Reasonable Accommodation Disability	35	48	47	40	63	9
Reinstatement*	2	0	0	0	0	0
Religious Accommodation	1	17	8	2	1	1
Retirement*	3	4	0	0	0	0
Sex-Stereotyping	3	3	6	4	3	0
Telework	9	21	15	23	14	2
Termination	41	37	33	43	34	3
Terms/Conditions of Employment*	42	45	0	0	0	0
Time and Attendance	27	44	30	19	27	5
Training	14	18	5	19	12	3
Other Terms/Conditions of Employment*	0	0	0	105	93	11

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	215.66	192.64	184.56	212.2	285.07	300.07
Average days in Final Action for all cases pending during FY	368.27	281.1	129.82	89.1	48.83	24.00
Average days in Investigation with Hearing	223.63	209.63	183.18	212.25	284.96	276.00
Average days in Final Action with Hearing	166.52	118.17	162.68	85.49	38.9	24.00
Average Days in Investigation without Hearing	209.18	184.84	186.57	211.8	285.87	310.71
Average Days in Final Action without Hearing	407.49	387.71	107.59	89.03	59.67	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 Agency	28	57	41	32	26	4
Average Days Pending Prior to Dismissal	336.11	193.37	108.62	120.13	50.04	26.00
Total Complaints Withdrawn by Complainants	34	36	30	27	63	4

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 Findings	0		7		10		2		6		1	
Findings Without Hearing	0	0	2	29	5	50	1	50	3	50	0	0
Findings With Hearing	0	0	5	71	5	50	1	50	3	50	1	100

# 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		7		13		2		6		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	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	2	28.57	7	53.85	1	50.00	2	33.33	1	100.00
Sex	0	0.00	1	14.29	2	15.38	0	0.00	1	16.67	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	1	7.69	0	0.00	2	33.33	0	0.00
Disability	0	0.00	4	57.14	3	23.08	1	50.00	2	33.33	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 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		5		6		1		3		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	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	1	20.00	2	33.33	0	0.00	1	33.33	1	100.00
Sex	0	0.00	1	20.00	0	0.00	0	0.00	1	33.33	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	1	16.67	0	0.00	0	0.00	0	0.00
Disability	0	0.00	3	60.00	3	50.00	1	100.00	1	33.33	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 12- 31)	FY 2026 % (thru 12- 31)
Finding Without Hearing	0		2		7		1		3		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	1	50.00	5	71.43	1	100.00	1	33.33	0	0.00
Sex	0	0.00	0	0.00	2	28.57	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	2	66.67	0	0.00
Disability	0	0.00	1	50.00	0	0.00	0	0.00	1	33.33	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

[illegible]

## Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]



Part 8 Finding of Discrimination by Issue (without Hearing)
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[illegible]

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	1006	498	338	317	192	389
Total Complainants	984	491	336	312	186	379
Complaints Pending Investigation	237	112	50	54	11	140
ROI issued, pending Complainant's action	0	2	62	48	8	31
Complaints Pending in Hearing	466	248	184	182	136	162
Complaints Pending Final Agency Action	222	107	78	61	30	40
Complaints Pending Appeal with EEOC Office of Federal Operations	260	193	207	212	203	208

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 Frames	308	134	67	94	22	40