



**Department of the Air Force  
Notification and Federal Employee  
Anti-Discrimination and Retaliation Act (No FEAR)  
Fiscal Year 2025 Report**

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

AirForce HQ (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 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 the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2020	FY 2021	* FY 2022	* FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	346	323	378	372	364	307
Number of Complainants	339	316	368	354	354	303
Repeat Filers	6	6	6	8	7	2

\* The data for FY2022 - FY2023 changed slightly from the last report due to cases that were altered after the certification of the report.

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	164	148	136	159	174	117
Color	74	74	76	72	82	52
Religion	11	12	67	29	20	17
Reprisal	145	158	167	158	159	151
Sex	122	118	122	127	149	117
PDA	1	1	2	2	4	4
National Origin	34	40	33	53	61	46
Equal Pay Act	1	5	8	9	9	5
Age	116	117	115	102	110	77
Disability	120	118	143	163	141	159
Genetics	2	5	8	4	1	3
Non-EEO	4	2	5	2	5	4

# Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	40	44	51	33	22	14
Assignment of Duties*	41	49	57	0	0	0
Awards	1	14	7	9	6	4
Conversion to Full Time/Perm Status*	0	1	3	0	0	0
Disciplinary Action: Demotion	3	4	0	2	4	1
Disciplinary Action: Reprimand**	17	21	22	0	0	0
Disciplinary Action: Suspension	26	28	15	20	20	18
Disciplinary Action: Removal	14	19	10	20	12	13
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	59	57
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	9	16	8	0	0	0
Perf. Eval./ Appraisal	40	38	44	32	31	37
Examination/Test	3	1	14	2	0	3
Harassment: Non-Sexual	171	154	169	162	166	151
Harassment: Sexual	10	20	21	19	21	28
Medical Examination	2	1	11	5	4	5
Pay including overtime	13	6	14	9	12	8
Promotion/Non-Selection	46	32	45	34	34	22
Reassignment: Denied/Directed	6	4	12	4	6	7
Reassignment: Directed	16	16	14	8	11	9
Reasonable Accommodation Disability	38	35	48	47	40	63
Reinstatement*	0	2	0	0	0	0
Religious Accommodation	0	1	17	8	2	1
Retirement*	1	3	4	0	0	0
Sex-Stereotyping	2	3	3	6	4	3
Telework	2	9	21	15	23	14
Termination	35	41	37	33	43	34
Terms/Conditions of Employment*	33	42	45	0	0	0
Time and Attendance	28	27	44	30	19	27
Training	18	14	18	5	19	12
Other Terms/Conditions of Employment*	0	0	0	0	105	93

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	212.5	215.66	192.64	184.56	212.2	285.07
Average days in Final Action for all cases pending during FY	544.68	368.27	281.1	129.82	89.1	48.83
Average days in Investigation with Hearing	222.42	223.63	209.63	183.18	212.25	284.96
Average days in Final Action with Hearing	256.6	166.52	118.17	162.68	85.49	38.9
Average Days in Investigation without Hearing	206.56	209.18	184.84	186.57	211.8	285.87
Average Days in Final Action without Hearing	616.7	407.49	387.71	107.59	89.03	59.67

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by Agency	26	28	57	41	32	26
Average Days Pending Prior to Dismissal	304.88	336.11	193.37	108.62	120.13	50.04
Total Complaints Withdrawn by Complainants	33	34	36	30	27	63

Part 6 Total Final Agency Actions Finding Discrimination												
	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 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	1		0		7		10		2		6	
Findings Without Hearing	1	100	0	0	2	29	5	50	1	50	3	50
Findigs With Hearing	0	0	0	0	5	71	5	50	1	50	3	50

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 09- 30)	FY 2025 % (thru 09- 30)
Total Number Findings	0		0		7		13		2		6	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67
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	2	28.57	7	53.85	1	50.00	2	33.33
Sex	0	0.00	0	0.00	1	14.29	2	15.38	0	0.00	1	16.67
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	1	7.69	0	0.00	2	33.33
Disability	0	0.00	0	0.00	4	57.14	3	23.08	1	50.00	2	33.33
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 09- 30)	FY 2025 % (thru 09- 30)
Findings After Hearing	0		0		5		6		1		3	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
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	1	20.00	2	33.33	0	0.00	1	33.33
Sex	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	1	33.33
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	1	16.67	0	0.00	0	0.00
Disability	0	0.00	0	0.00	3	60.00	3	50.00	1	100.00	1	33.33
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 09- 30)	FY 2025 % (thru 09- 30)
Finding Without Hearing	0		0		2		7		1		3	
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	1	50.00	5	71.43	1	100.00	1	33.33
Sex	0	0.00	0	0.00	0	0.00	2	28.57	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	2	66.67
Disability	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	1	33.33
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)
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[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 09-30)
Total complaints from previous Fiscal Years	1252	1006	498	338	317	192
Total Complainants	1236	984	491	336	312	186
Complaints Pending Investigation	332	237	112	50	54	11
ROI issued, pending Complainant's action	0	0	2	62	48	8
Complaints Pending in Hearing	489	466	248	184	182	136
Complaints Pending Final Agency Action	231	222	107	78	61	30
Complaints Pending Appeal with EEOC Office of Federal Operations	235	260	193	207	212	203

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	424	308	134	67	94	22