



Department of the Air Force

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

Fiscal Year 2025 Quarter 3 Report

Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:

AirForce HQ (Includes Sub-Level Offices)

For 3rd Quarter 2025 for period ending June 30, 2025

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Number of Complaints Filed	346	323	378	372	364	213
Number of Complainants	339	316	368	354	354	209
Repeat Filers	6	6	6	8	7	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	
Race	164	148	136	159	174	88
Color	74	74	76	72	82	38
Religion	11	12	67	29	20	9
Reprisal	145	158	167	158	159	101
Sex	122	118	122	127	149	94
PDA	1	1	2	2	4	4
National Origin	34	40	33	53	61	34
Equal Pay Act	1	5	8	9	9	4
Age	116	117	115	102	110	59
Disability	120	118	143	163	141	106
Genetics	2	5	8	4	1	3
Non-EEO	4	2	5	2	5	4

Part 3 Complaints By Issue	Comparative Data					
Note: 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. The 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 for the current FY starting in FY2023.	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Appointment/Hire	40	44	51	33	22	12
Assignment of Duties*	41	49	57	0	0	0
Awards	1	14	7	9	6	2
Conversion to Full Time/Perm Status*	0	1	3	0	0	0
Disciplinary Action						
Demotion	3	4	0	2	4	1
Reprimand**	17	21	22	0	0	0
Suspension	26	28	15	20	20	14
Removal	14	19	10	20	12	8
Other Disciplinary Actions**	0	0	0	0	59	33
Other 2**	0	0	0	0	0	0
Duty Hours*	9	16	8	0	0	0
Perf. Eval./ Appraisal	40	38	44	32	31	19
Examination/Test	3	1	14	2	0	2
Harassment						
Non-Sexual	171	154	169	162	166	103
Sexual	10	20	21	19	21	21
Medical Examination	2	1	11	5	4	3
Pay including overtime	13	6	14	9	12	6
Promotion/Non-Selection	46	32	45	34	34	17
Reassignment						
Reassignment: Denied/Directed	6	4	12	4	6	2
Directed	16	16	14	8	11	6
Reasonable Accommodation Disability	38	35	48	47	40	37
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	2
Telework	2	9	21	15	23	6
Termination	35	41	37	33	43	23
Terms/Conditions of Employment*	33	42	45	0	0	0
Time and Attendance	28	27	44	30	19	13
Training	18	14	18	5	19	7
Other Terms/Conditions of Employment*	0	0	0	0	105	60
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	212.5	215.66	192.64	184.56	212.2	279.51
Average number of days in final action	544.68	368.27	281.1	129.82	89.1	46.30
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	222.42	223.63	209.63	183.18	212.25	281.40
Average number of days in final action	256.6	166.52	118.17	162.68	85.49	32.10
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	206.56	209.18	184.84	186.57	211.8	276.83
Average number of days in final action	616.7	407.49	387.71	107.59	89.03	60.09

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	26	28	57	41	32	21
Average days pending prior to dismissal	304.88	336.11	193.37	108.62	120.13	64.81
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	33	34	36	30	27	56

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 06-30	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		7		10		2		6	
Without Hearing	1	100	0	0	2	29	5	50	1	50	3	50
With Hearing	0	0	0	0	5	71	5	50	1	50	3	50

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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	2	66.67
Sex	0	0.00	0	0.00	1	20.00	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	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
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	1	33.33
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
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	0	0.00
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

** are reported under Other Disciplinary Actions.

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Findings Without Hearing	1		0		2		5		1		3	
Appointment/Hire	0	0	0	0	1	50	0	0	0	0	1	33
Assignment of Duties*	1	100	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
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
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
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	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	2	40	0	0	0	0
Non-Sexual	0	0	0	0	1	50	2	40	1	100	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	2	40	0	0	1	33
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	33
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	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	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	1252	1006	498	338	317	274
Total Complainants	1236	984	491	336	312	266
Number complaints pending						
Investigation	332	237	112	50	54	22
ROI issued, pending Complainant's action	0	0	2	62	48	20
Hearing	489	466	248	184	182	158
Final Agency Action	231	222	107	78	61	68
Appeal with EEOC Office of Federal Operations	235	260	193	207	212	200

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	424	308	134	67	94	33