

## **Department of the Air Force**

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

Fiscal Year 2025 Quarter 2 Report

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

## AirForce HQ (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 31, 2025

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2025 Thru 02 24
	2020	2021	2022	2023	2024	2025 Thru 03-31
Number of Complaints Filed	346	323	378	372	364	154
Number of Complainants	339	316	368	354	354	149
Repeat Filers	6	6	6	8	7	0

Dort 2 Complaints by Dasis			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year [	Data		0005 There
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	- 2025 Thru 03-31
Race	164	148	136	159	174	66
Color	74	74	76	72	82	27
Religion	11	12	67	29	20	4
Reprisal	145	158	167	158	159	71
Sex	122	118	122	127	149	70
PDA	1	1	2	2	4	3
National Origin	34	40	33	53	61	25
Equal Pay Act	1	5	8	9	9	1
Age	116	117	115	102	110	42
Disability	120	118	143	163	141	71
Genetics	2	5	8	4	1	3
Non-EEO	4	2	5	2	5	1

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			2025 Thru 03-31								
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.	2020	2021	2022	2023	2024						
Appointment/Hire	40	44	51	33	22	9					
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			,			1					
Demotion	3	4	0	2	4	1					
Reprimand**	17	21	22	0	0	0					
Suspension	26	28	15	20	20	11					
Removal	14	19	10	20	12	4					
Other Disciplinary Actions**	0	0	0	0	59	24					
Other 2**	0	0	0	0	0	0					
Duty Hours*	9	16	8	0	0	0					
Perf. Eval./ Appraisal	40	38	44	32	31	11					
Examination/Test	3	1	14	2	0	1					
Harassment		•		•	•						
Non-Sexual	171	154	169	162	166	70					
Sexual	10	20	21	19	21	15					
Medical Examination	2	1	11	5	4	3					
Pay including overtime	13	6	14	9	12	3					
Promotion/Non-Selection	46	32	45	34	34	14					
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	23					
Reinstatement*	0	2	0	0	0	0					
Religious Accommodation	0	1	17	8	2	0					
Retirement*	1	3	4	0	0	0					
Sex-Stereotyping	2	3	3	6	4	1					
Telework	2	9	21	15	23	2					
Termination	35	41	37	33	43	16					
Terms/Conditions of Employment*	33	42	45	0	0	0					
Time and Attendance	28	27	44	30	19	6					
Training	18	14	18	5	19	4					
Other Terms/Conditions of Employment*	0	0	0	0	105	43					
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					

			Compar	ative Data		
Part 4 Processing Time		Pre	evious Fiscal Year D	ata		- 2025 Thru 03-31
	2020	2021	2022	2023	2024	- 2025 Hilu 03-31
Complaints pending during fiscal year		•				
Average number of days in investigation	212.5	215.66	192.64	184.56	212.2	276.57
Average number of days in final action	544.68	368.27	281.1	129.82	89.1	48.00
Complaints pending during fiscal year where h	nearing was requested		•			
Average number of days in investigation	222.42	223.63	209.63	183.18	212.25	286.82
Average number of days in final action	256.6	166.52	118.17	162.68	85.49	33.14
Complaints pending during fiscal year where h	nearing was not reques	ted	•			
Average number of days in investigation	206.56	209.18	184.84	186.57	211.8	265.58
Average number of days in final action	616.7	407.49	387.71	107.59	89.03	61.47

		Comparative Data											
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data		2025 Thru 03-31							
	2020	2021	2022	2023	2024								
Part 5 Complaints Dismissed by Agency	26	28	57	41	32	9							
Average days pending prior to dismissal	304.88	336.11	193.37	108.62	120.13	54.67							
	Complaints Withd	rawn by Complai	inants	•		•							
Total Complaints Withdrawn by Complainants	33	34	36	30	27	29							

					(	Compara	ative Da	ıta				
Part 6 Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	5 Thru
	20	020	20	)21	20	)22	20	)23	20	)24	03	3-31
	#	%	#	%	#	%	#	%	#	%	#	%
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

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2025	Thru
Note: Complaints can be filed alleging multiple	20	)20	20	)21	20	)22	20	)23	20	)24		-31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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	2	33.33
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67
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	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	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

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

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.

	Comparative Data											
Dart 9 Finding of Discrimination Bandarad by Jacus				Previo	us Fisc	cal Yea	ar Data	1			2025	Thru 03-
Part 8 Finding of Discrimination Rendered by Issue	20	20	20	21	20	)22	20	23	20	24		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		8		10		2		6	
Appointment/Hire	0	0	0	0	1	13	1	10	0	0	1	17
Assignment of Duties*	1	100	0	0	3	38	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	1	13	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	2	33
Removal	0	0	0	0	0	0	1	10	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	1	13	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	20	0	0	0	0
Non-Sexual	0	0	0	0	3	38	3	30	1	50	2	33
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	17
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	13	3	30	0	0	1	17
Reassignment	•	•	•	•	•	•						•
Reassignment: Denied/Directed	0	0	0	0	1	13	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	2	25	1	10	1	50	2	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	1	50	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	1	10	1	50	0	0
Training	0	0	0	0	2	25	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

Findings After Hearing	0		0		5		5		1		3	
Appointment/Hire	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties*	0	0	0	0	3	60	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				l	!					l		<u> </u>
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	1	20	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	2	67
Removal	0	0	0	0	0	0	1	20	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	1	20	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								l				
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	2	40	1	20	0	0	2	67
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	33
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	20	1	20	0	0	0	0
Reassignment	•	•		•	•		•	•		•	•	
Reassignment: Denied/Directed	0	0	0	0	1	20	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	1	20	1	20	1	100	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	1	100	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	1	20	1	100	0	0
Training	0	0	0	0	2	40	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

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	<u>'</u>	·	!	!	!	!		!	!	·!	!	!
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	<b>-</b>				<u> </u>							
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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	us Fiscal Yea	ar Data		2025 Thru
	2020	2021	2022	2023	2024	03-31
Total complaints from previous Fiscal Years	1252	1006	498	338	317	354
Total Complainants	1236	984	491	336	312	346
Number complaints pending		•			•	
Investigation	332	237	112	50	54	86
ROI issued, pending Complainant's action	0	0	2	62	48	19
Hearing	489	466	248	184	182	186
Final Agency Action	231	222	107	78	61	49
Appeal with EEOC Office of Federal Operations	235	260	193	207	212	223

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru
	2020	2021	2022	2023	2024	03-31
Pending Complaints Where Investigations Exceed Required Time Frames	424	308	134	67	94	37