

Department of the Air Force

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

Fiscal Year 2025 Quarter 1 Report

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

AirForce HQ (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

	Comparative Data											
Part 1 Complaint Activity	Previous Fiscal Year Data 2025 Th											
	2020	2021	*2022	*2023	*2024	2025 Thru 12-31						
Number of Complaints Filed	346	323	378	372	364	70						
Number of Complainants	339	316	368	354	354	66						
Repeat Filers	6	6	6	8	7	0						

* The data for FY22-FY23 changed slightly from the last report due to cases that were altered after the certification of the report.

Part 2 Complaints by Pasis	Part 2 Complaints by Basis								
		Pre	evious Fiscal Year D	Data		- 2025 Thru			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	12-31			
Race	164	148	136	159	174	30			
Color	74	74	76	72	82	17			
Religion	11	12	67	29	20	1			
Reprisal	145	158	167	158	159	36			
Sex	122	118	122	127	149	27			
PDA	1	1	2	2	4	1			
National Origin	34	40	33	53	61	10			
Equal Pay Act	1	5	8	9	9	0			
Age	116	117	115	102	110	17			
Disability	120	118	143	163	141	31			
Genetics	2	5	8	4	1	0			
Non-EEO	4	2	5	2	5	1			

Part 3 Complaints By Issue			Compar	rative 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 12-31			
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	3
Assignment of Duties*	41	49	57	0	0	0
Awards	1	14	7	9	6	1
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	8
Removal	14	19	10	20	12	1
Other Disciplinary Actions**	0	0	0	0	59	8
Other 2**	0	0	0	0	0	0
Duty Hours*	9	16	8	0	0	0
Perf. Eval./ Appraisal	40	38	44	32	31	3
Examination/Test	3	1	14	2	0	1
Harassment	•	•				·
Non-Sexual	171	154	169	162	166	30
Sexual	10	20	21	19	21	6
Medical Examination	2	1	11	5	4	1
Pay including overtime	13	6	14	9	12	1
Promotion/Non-Selection	46	32	45	34	34	5
Reassignment						
Reassignment: Denied/Directed	6	4	12	4	6	1
Directed	16	16	14	8	11	2
Reasonable Accommodation Disability	38	35	48	47	40	8
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	0
Telework	2	9	21	15	23	1
Termination	35	41	37	33	43	8
Terms/Conditions of Employment*	33	42	45	0	0	0
Time and Attendance	28	27	44	30	19	3
Training	18	14	18	5	19	2
Other Terms/Conditions of Employment*	0	0	0	0	105	21
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

	Comparative Data										
Part 4 Processing Time		Pi	evious Fiscal Year D	Data		2025 Thru 42 24					
	2020	2021	2022	2023	2024	– 2025 Thru 12-31					
Complaints pending during fiscal year		•	-	•		-					
Average number of days in investigation	212.5	215.66	192.64	184.56	212.2	292.27					
Average number of days in final action	544.68	368.27	281.1	129.82	89.1	41.14					
Complaints pending during fiscal year where h	earing was requested										
Average number of days in investigation	222.42	223.63	209.63	183.18	212.25	318.90					
Average number of days in final action	256.6	166.52	118.17	162.68	85.49	34.04					
Complaints pending during fiscal year where h	earing was not reques	ted									
Average number of days in investigation	206.56	209.18	184.84	186.57	211.8	293.11					
Average number of days in final action	616.7	407.49	387.71	107.59	89.03	51.54					

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency			2025 Thru 12-31			
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	26	28	57	41	32	5
Average days pending prior to dismissal	304.88	336.11	193.37	108.62	120.13	61.20
C	complaints Withdr	awn by Complai	nants			
Total Complaints Withdrawn by Complainants	33	34	36	30	27	8

	Comparative Data											
Part 6 Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data						202	5 Thru				
	20)20	20)21	20)22	20)23	20)24	12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		7		10		2		0	
Without Hearing	1	100	0	0	2	29	5	50	1	50	0	0
With Hearing	0	0	0	0	5	71	5	50	1	50	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2025	5 Thru
Note: Complaints can be filed alleging multiple	20)20	20)21	20)22	20)23	20)24		2-31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		7		13		2		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	0	0.00	2	28.57	7	53.85	1	50.00	0	0.00
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	0	0.00
Disability	0	0.00	0	0.00	4	57.14	3	23.08	1	50.00	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

Findings After Hearing	0		0		5		6		1		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	0	0.00	1	20.00	2	33.33	0	0.00	0	0.00
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	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
Finding Without Hearing	0		0		2		7		1		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	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	0	0.00
Disability	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	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

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.

					С	ompar	ative D	Data			-	
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fis	cal Yea	ar Data	l			2025	Thru 12-
Fait of inding of Discrimination Rendered by issue	20)20	20)21	20	22	20	23	20)24		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		8		10		2		0	
Appointment/Hire	0	0	0	0	1	13	1	10	0	0	0	0
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	0	0
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	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	1	13	3	30	0	0	0	0
Reassignment	ł											•
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	0	0
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		0	
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												
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	0	0
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			1	1					1	1	1	
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	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	1	20	1	20	0	0	0	0
Reassignment			1		1			1	1	1	1	
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	0	0
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		0	
Appointment/Hire	0	0	0	0	1	50	0	0	0	0	0	0
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		I	<u> </u>	1	1			1			L	1
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		1	<u> </u>	1	1			1			<u> </u>	1
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	0	0
Reassignment				1	1			1				1
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	0	0
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	ous Fiscal Yea	ar Data		2025 Thru
	2020	2021	2022	2023	2024	12-31
Total complaints from previous Fiscal Years	1252	1006	498	338	317	485
Total Complainants	1236	984	491	336	312	473
Number complaints pending	•					
Investigation	332	237	112	50	54	221
ROI issued, pending Complainant's action	0	0	2	62	48	56
Hearing	489	466	248	184	182	172
Final Agency Action	231	222	107	78	61	76
Appeal with EEOC Office of Federal Operations	235	260	193	207	212	211

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru
	2020	2021	2022	2023	2024	12-31
Pending Complaints Where Investigations Exceed Required Time Frames	424	308	134	67	94	112