

# **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.<br>The sum of the bases may not equal total complaints filed.<br>Starting in FY2022, issues marked with:<br>* are reported under Other Terms / Conditions of Employment.<br>** are reported under Other Disciplinary Actions.<br>The reporting of Reassignment Claims has been changed from two separate Denied and |      |      | 2025 Thru<br>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       |