

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

USDA (Includes Sub-Level Offices)

For 2nd Quarter 2026 for period ending March 31, 2026

## 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 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Number of Complaints Filed | 342     | 264     | 309     | 392     | 317     | 101                  |
| Number of Complainants     | 323     | 256     | 296     | 361     | 288     | 96                   |
| Repeat Filers              | 17      | 8       | 13      | 28      | 28      | 5                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Race                       | 142     | 86      | 126     | 158     | 110     | 38                   |
| Color                      | 52      | 35      | 50      | 64      | 41      | 12                   |
| Religion                   | 16      | 35      | 33      | 34      | 16      | 7                    |
| Reprisal                   | 162     | 122     | 176     | 234     | 198     | 59                   |
| Sex                        | 111     | 79      | 115     | 154     | 99      | 31                   |
| PDA                        | 3       | 1       | 2       | 4       | 2       | 0                    |
| National Origin            | 41      | 20      | 45      | 66      | 53      | 14                   |
| Equal Pay Act              | 6       | 4       | 9       | 4       | 5       | 2                    |
| Age                        | 96      | 69      | 95      | 123     | 99      | 20                   |
| Disability                 | 103     | 122     | 131     | 158     | 148     | 56                   |
| Genetics                   | 2       | 5       | 5       | 3       | 3       | 1                    |
| Non-EEO                    | 29      | 21      | 41      | 47      | 33      | 4                    |

### Part 3 Complaints By Issue

|                                                      | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>03-31) |
|------------------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Appointment/Hire                                     | 26         | 11         | 18         | 26         | 9          | 4                          |
| Assignment of Duties*                                | 34         | 11         | 0          | 0          | 0          | 0                          |
| Awards                                               | 7          | 4          | 6          | 13         | 7          | 2                          |
| Conversion to Full Time/Perm Status*                 | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Demotion                        | 0          | 1          | 1          | 1          | 5          | 4                          |
| Disciplinary Action: Reprimand**                     | 14         | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Suspension                      | 19         | 15         | 19         | 25         | 16         | 3                          |
| Disciplinary Action: Removal                         | 7          | 9          | 17         | 14         | 22         | 3                          |
| Disciplinary Action: Other Disciplinary<br>Actions** | 0          | 0          | 55         | 83         | 43         | 13                         |
| Disciplinary Action: Other 2**                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Duty Hours*                                          | 5          | 0          | 0          | 0          | 0          | 0                          |
| Perf. Eval./ Appraisal                               | 44         | 26         | 29         | 34         | 18         | 8                          |
| Examination/Test                                     | 2          | 0          | 0          | 0          | 1          | 1                          |
| Harassment: Non-Sexual                               | 146        | 122        | 190        | 245        | 156        | 54                         |
| Harassment: Sexual                                   | 5          | 11         | 10         | 16         | 6          | 2                          |
| Medical Examination                                  | 0          | 1          | 1          | 2          | 5          | 0                          |
| Pay including overtime                               | 4          | 4          | 23         | 25         | 12         | 1                          |
| Promotion/Non-Selection                              | 68         | 48         | 55         | 87         | 48         | 8                          |
| Reassignment: Denied/Directed                        | 11         | 4          | 9          | 17         | 13         | 2                          |
| Reassignment: Directed                               | 19         | 3          | 17         | 25         | 9          | 4                          |
| Reasonable Accommodation Disability                  | 35         | 32         | 54         | 62         | 70         | 30                         |
| Reinstatement*                                       | 1          | 0          | 0          | 0          | 0          | 0                          |
| Religious Accommodation                              | 1          | 52         | 7          | 4          | 1          | 0                          |
| Retirement*                                          | 3          | 0          | 0          | 0          | 0          | 0                          |
| Sex-Stereotyping                                     | 0          | 0          | 0          | 2          | 1          | 0                          |
| Telework                                             | 2          | 4          | 9          | 23         | 12         | 3                          |
| Termination                                          | 28         | 24         | 39         | 57         | 52         | 9                          |
| Terms/Conditions of Employment*                      | 56         | 0          | 0          | 0          | 0          | 0                          |
| Time and Attendance                                  | 27         | 13         | 37         | 75         | 32         | 8                          |
| Training                                             | 19         | 9          | 26         | 48         | 18         | 3                          |
| Other Terms/Conditions of Employment*                | 0          | 0          | 100        | 162        | 111        | 32                         |

| Part 4 Processing Time (Complaints Pending During FY)         |         |         |         |         |         |                      |
|---------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                                               | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Average days in Investigation for all cases pending during FY | 157.95  | 156.07  | 161.77  | 165.42  | 160.92  | 160.30               |
| Average days in Final Action for all cases pending during FY  | 35.83   | 34.18   | 67.16   | 23.07   | 30.75   | 19.02                |
| Average days in Investigation with Hearing                    | 166.19  | 170.42  | 155.84  | 166.54  | 169.82  | 162.70               |
| Average days in Final Action with Hearing                     | 18.22   | 19.54   | 44.59   | 10.3    | 13.94   | 10.14                |
| Average Days in Investigation without Hearing                 | 149.99  | 144.37  | 169.25  | 163.23  | 155.92  | 169.26               |
| Average Days in Final Action without Hearing                  | 53.54   | 58.59   | 96.8    | 37.15   | 47.8    | 33.95                |

| Part 5 Complaints Dismissed or Withdrawn   |         |         |         |         |         |                      |
|--------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 03-31) |
| Total Complaints Dismissed by Agency       | 22      | 37      | 37      | 49      | 44      | 11                   |
| Average Days Pending Prior to Dismissal    | 532     | 68      | 57.73   | 55.47   | 50.93   | 58.82                |
| Total Complaints Withdrawn by Complainants | 18      | 19      | 18      | 15      | 33      | 7                    |

| Part 6 Total Final Agency Actions Finding Discrimination |               |           |               |           |               |           |               |           |               |           |                            |                        |
|----------------------------------------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
|                                                          | FY 2021 Count | FY 2021 % | FY 2022 Count | FY 2022 % | FY 2023 Count | FY 2023 % | FY 2024 Count | FY 2024 % | FY 2025 Count | FY 2025 % | FY 2026 Count (thru 03-31) | FY 2026 % (thru 03-31) |
| Total Number Findings                                    | 1             |           | 10            |           | 18            |           | 10            |           | 8             |           | 1                          |                        |
| Findings Without Hearing                                 | 0             | 0         | 2             | 20        | 15            | 83        | 6             | 60        | 6             | 75        | 0                          | 0                      |
| Findings With Hearing                                    | 1             | 100       | 8             | 80        | 3             | 17        | 4             | 40        | 2             | 25        | 1                          | 100                    |

Part 7 Finding of Discrimination by Basis

|                       | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 03-<br>31) | FY 2026<br>%<br>(thru 03-<br>31) |
|-----------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Total Number Findings | 1                   |                 | 10                  |                 | 19                  |                 | 10                  |                 | 8                   |                 | 1                                    |                                  |
| Race                  | 0                   | 0.00            | 2                   | 20.00           | 6                   | 31.58           | 4                   | 40.00           | 2                   | 25.00           | 0                                    | 0.00                             |
| Color                 | 0                   | 0.00            | 2                   | 20.00           | 1                   | 5.26            | 1                   | 10.00           | 1                   | 12.50           | 0                                    | 0.00                             |
| Religion              | 0                   | 0.00            | 0                   | 0.00            | 1                   | 5.26            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Reprisal              | 1                   | 100.00          | 8                   | 80.00           | 5                   | 26.32           | 7                   | 70.00           | 6                   | 75.00           | 0                                    | 0.00                             |
| Sex                   | 0                   | 0.00            | 4                   | 40.00           | 4                   | 21.05           | 4                   | 40.00           | 2                   | 25.00           | 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            | 1                                    | 100.00                           |
| Equal Pay Act         | 0                   | 0.00            | 0                   | 0.00            | 1                   | 5.26            | 1                   | 10.00           | 0                   | 0.00            | 0                                    | 0.00                             |
| Age                   | 0                   | 0.00            | 2                   | 20.00           | 4                   | 21.05           | 3                   | 30.00           | 2                   | 25.00           | 0                                    | 0.00                             |
| Disability            | 1                   | 100.00          | 4                   | 40.00           | 8                   | 42.11           | 5                   | 50.00           | 2                   | 25.00           | 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            | 1                   | 5.26            | 2                   | 20.00           | 1                   | 12.50           | 0                                    | 0.00                             |

Part 7 Finding of Discrimination by Basis (with Hearing)

|                        | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 03-<br>31) | FY 2026<br>%<br>(thru 03-<br>31) |
|------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Findings After Hearing | 1                   |                 | 8                   |                 | 3                   |                 | 4                   |                 | 2                   |                 | 1                                    |                                  |
| Race                   | 0                   | 0.00            | 2                   | 25.00           | 2                   | 66.67           | 4                   | 100.00          | 1                   | 50.00           | 0                                    | 0.00                             |
| Color                  | 0                   | 0.00            | 1                   | 12.50           | 0                   | 0.00            | 1                   | 25.00           | 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               | 1                   | 100.00          | 6                   | 75.00           | 1                   | 33.33           | 3                   | 75.00           | 2                   | 100.00          | 0                                    | 0.00                             |
| Sex                    | 0                   | 0.00            | 2                   | 25.00           | 0                   | 0.00            | 2                   | 50.00           | 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            | 1                                    | 100.00                           |
| Equal Pay Act          | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 1                   | 25.00           | 0                   | 0.00            | 0                                    | 0.00                             |
| Age                    | 0                   | 0.00            | 2                   | 25.00           | 2                   | 66.67           | 3                   | 75.00           | 0                   | 0.00            | 0                                    | 0.00                             |
| Disability             | 1                   | 100.00          | 3                   | 37.50           | 1                   | 33.33           | 1                   | 25.00           | 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            | 1                   | 25.00           | 0                   | 0.00            | 0                                    | 0.00                             |

Part 7 Finding of Discrimination by Basis (without Hearing)

|                         | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 03-<br>31) | FY 2026<br>%<br>(thru 03-<br>31) |
|-------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Finding Without Hearing | 0                   |                 | 2                   |                 | 16                  |                 | 6                   |                 | 6                   |                 | 0                                    |                                  |
| Race                    | 0                   | 0.00            | 0                   | 0.00            | 4                   | 25.00           | 0                   | 0.00            | 1                   | 16.67           | 0                                    | 0.00                             |
| Color                   | 0                   | 0.00            | 1                   | 50.00           | 1                   | 6.25            | 0                   | 0.00            | 1                   | 16.67           | 0                                    | 0.00                             |
| Religion                | 0                   | 0.00            | 0                   | 0.00            | 1                   | 6.25            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Reprisal                | 0                   | 0.00            | 2                   | 100.00          | 4                   | 25.00           | 4                   | 66.67           | 4                   | 66.67           | 0                                    | 0.00                             |
| Sex                     | 0                   | 0.00            | 2                   | 100.00          | 4                   | 25.00           | 2                   | 33.33           | 2                   | 33.33           | 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            | 1                   | 6.25            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Age                     | 0                   | 0.00            | 0                   | 0.00            | 2                   | 12.50           | 0                   | 0.00            | 2                   | 33.33           | 0                                    | 0.00                             |
| Disability              | 0                   | 0.00            | 1                   | 50.00           | 7                   | 43.75           | 4                   | 66.67           | 2                   | 33.33           | 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            | 1                   | 6.25            | 1                   | 16.67           | 1                   | 16.67           | 0                                    | 0.00                             |

# Part 8 Finding of Discrimination by Issue

|                                       | FY<br>2021<br>count | FY<br>2021<br>% | FY<br>2022<br>count | FY<br>2022<br>% | FY<br>2023<br>count | FY<br>2023<br>% | FY<br>2024<br>count | FY<br>2024<br>% | FY<br>2025<br>count | FY<br>2025<br>% | FY 2026<br>count<br>(thru<br>03-31) | FY 2026<br>%<br>(thru<br>03-31) |
|---------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|-------------------------------------|---------------------------------|
| Total Number Findings                 | 1                   |                 | 10                  |                 | 17                  |                 | 10                  |                 | 7                   |                 | 1                                   |                                 |
| Appointment/Hire                      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Assignment of Duties*                 | 0                   | 0               | 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                               |
| Disciplinary Action: Reprimand**      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Disciplinary Action: Suspension       | 0                   | 0               | 0                   | 0               | 1                   | 6               | 1                   | 10              | 0                   | 0               | 0                                   | 0                               |
| Disciplinary Action: Removal          | 0                   | 0               | 0                   | 0               | 1                   | 6               | 1                   | 10              | 0                   | 0               | 0                                   | 0                               |
| Other Disciplinary Actions**          | 0                   | 0               | 0                   | 0               | 0                   | 0               | 1                   | 10              | 2                   | 29              | 0                                   | 0                               |
| Disciplinary Action: 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               | 2                   | 20              | 0                   | 0               | 2                   | 20              | 0                   | 0               | 0                                   | 0                               |
| Examination/Test                      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Harassment: Sexual                    | 0                   | 0               | 0                   | 0               | 2                   | 12              | 2                   | 20              | 1                   | 14              | 0                                   | 0                               |
| Harassment: Non-Sexual                | 1                   | 100             | 5                   | 50              | 3                   | 18              | 5                   | 50              | 5                   | 71              | 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               | 3                   | 30              | 5                   | 29              | 3                   | 30              | 2                   | 29              | 1                                   | 100                             |
| Reassignment: Denied/Directed         | 0                   | 0               | 0                   | 0               | 1                   | 6               | 1                   | 10              | 0                   | 0               | 0                                   | 0                               |
| Reassignment: Directed                | 0                   | 0               | 2                   | 20              | 0                   | 0               | 0                   | 0               | 1                   | 14              | 0                                   | 0                               |
| Reasonable Accommodation Disability   | 1                   | 100             | 1                   | 10              | 2                   | 12              | 3                   | 30              | 1                   | 14              | 0                                   | 0                               |
| Reinstatement*                        | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Religious Accommodation               | 0                   | 0               | 2                   | 20              | 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               | 1                   | 10              | 1                   | 14              | 0                                   | 0                               |
| Termination                           | 0                   | 0               | 0                   | 0               | 0                   | 0               | 2                   | 20              | 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               | 2                   | 20              | 0                   | 0               | 0                   | 0               | 1                   | 14              | 0                                   | 0                               |
| Training                              | 0                   | 0               | 1                   | 10              | 0                   | 0               | 0                   | 0               | 3                   | 43              | 0                                   | 0                               |
| Other Terms/Conditions of Employment* | 0                   | 0               | 0                   | 0               | 5                   | 29              | 1                   | 10              | 2                   | 29              | 0                                   | 0                               |

# Part 8 Finding of Discrimination by Issue (with Hearing)

|                                       | FY<br>2021<br>count | FY<br>2021<br>% | FY<br>2022<br>count | FY<br>2022<br>% | FY<br>2023<br>count | FY<br>2023<br>% | FY<br>2024<br>count | FY<br>2024<br>% | FY<br>2025<br>count | FY<br>2025<br>% | FY 2026<br>count<br>(thru<br>03-31) | FY 2026<br>%<br>(thru<br>03-31) |
|---------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|-------------------------------------|---------------------------------|
| Findings After Hearing                | 1                   |                 | 8                   |                 | 3                   |                 | 4                   |                 | 2                   |                 | 1                                   |                                 |
| Appointment/Hire                      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Assignment of Duties*                 | 0                   | 0               | 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                               |
| Disciplinary Action: Reprimand**      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Disciplinary Action: Suspension       | 0                   | 0               | 0                   | 0               | 0                   | 0               | 1                   | 25              | 0                   | 0               | 0                                   | 0                               |
| Disciplinary Action: Removal          | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Other Disciplinary Actions**          | 0                   | 0               | 0                   | 0               | 0                   | 0               | 1                   | 25              | 0                   | 0               | 0                                   | 0                               |
| Disciplinary Action: 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               | 2                   | 25              | 0                   | 0               | 1                   | 25              | 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               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Harassment: Non-Sexual                | 1                   | 100             | 3                   | 38              | 1                   | 33              | 2                   | 50              | 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               | 2                   | 25              | 1                   | 33              | 2                   | 50              | 1                   | 50              | 1                                   | 100                             |
| Reassignment: Denied/Directed         | 0                   | 0               | 0                   | 0               | 1                   | 33              | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Reassignment: Directed                | 0                   | 0               | 1                   | 13              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Reasonable Accommodation Disability   | 1                   | 100             | 1                   | 13              | 1                   | 33              | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Reinstatement*                        | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Religious Accommodation               | 0                   | 0               | 2                   | 25              | 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               | 2                   | 25              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Training                              | 0                   | 0               | 1                   | 13              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Other Terms/Conditions of Employment* | 0                   | 0               | 0                   | 0               | 1                   | 33              | 1                   | 25              | 0                   | 0               | 0                                   | 0                               |

# Part 8 Finding of Discrimination by Issue (without Hearing)

|                                       | FY<br>2021<br>count | FY<br>2021<br>% | FY<br>2022<br>count | FY<br>2022<br>% | FY<br>2023<br>count | FY<br>2023<br>% | FY<br>2024<br>count | FY<br>2024<br>% | FY<br>2025<br>count | FY<br>2025<br>% | FY 2026<br>count<br>(thru<br>03-31) | FY 2026<br>%<br>(thru<br>03-31) |
|---------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|-------------------------------------|---------------------------------|
| Findings Without Hearing              | 0                   |                 | 2                   |                 | 14                  |                 | 6                   |                 | 5                   |                 | 0                                   |                                 |
| Appointment/Hire                      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Assignment of Duties*                 | 0                   | 0               | 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                               |
| Disciplinary Action: Reprimand**      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Disciplinary Action: Suspension       | 0                   | 0               | 0                   | 0               | 1                   | 7               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Disciplinary Action: Removal          | 0                   | 0               | 0                   | 0               | 1                   | 7               | 1                   | 17              | 0                   | 0               | 0                                   | 0                               |
| Other Disciplinary Actions**          | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 2                   | 40              | 0                                   | 0                               |
| Disciplinary Action: 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               | 1                   | 17              | 0                   | 0               | 0                                   | 0                               |
| Examination/Test                      | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                                   | 0                               |
| Harassment: Sexual                    | 0                   | 0               | 0                   | 0               | 2                   | 14              | 2                   | 33              | 1                   | 20              | 0                                   | 0                               |
| Harassment: Non-Sexual                | 0                   | 0               | 2                   | 100             | 2                   | 14              | 3                   | 50              | 4                   | 80              | 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               | 1                   | 50              | 4                   | 29              | 1                   | 17              | 1                   | 20              | 0                                   | 0                               |
| Reassignment: Denied/Directed         | 0                   | 0               | 0                   | 0               | 0                   | 0               | 1                   | 17              | 0                   | 0               | 0                                   | 0                               |
| Reassignment: Directed                | 0                   | 0               | 1                   | 50              | 0                   | 0               | 0                   | 0               | 1                   | 20              | 0                                   | 0                               |
| Reasonable Accommodation Disability   | 0                   | 0               | 0                   | 0               | 1                   | 7               | 3                   | 50              | 1                   | 20              | 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               | 1                   | 17              | 1                   | 20              | 0                                   | 0                               |
| Termination                           | 0                   | 0               | 0                   | 0               | 0                   | 0               | 2                   | 33              | 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               | 1                   | 20              | 0                                   | 0                               |
| Training                              | 0                   | 0               | 0                   | 0               | 0                   | 0               | 0                   | 0               | 3                   | 60              | 0                                   | 0                               |
| Other Terms/Conditions of Employment* | 0                   | 0               | 0                   | 0               | 4                   | 29              | 0                   | 0               | 2                   | 40              | 0                                   | 0                               |

| Part 9 Complaints Pending from Previous FY By Status                |         |         |         |         |         |                            |
|---------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                     | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>03-31) |
| Total complaints from previous Fiscal Years                         | 324     | 212     | 168     | 159     | 125     | 201                        |
| Total Complainants                                                  | 285     | 181     | 143     | 142     | 117     | 186                        |
| Complaints Pending Investigation                                    | 18      | 15      | 15      | 13      | 1       | 28                         |
| ROI issued, pending Complainant's action                            | 1       | 0       | 0       | 2       | 3       | 5                          |
| Complaints Pending in Hearing                                       | 303     | 179     | 127     | 115     | 87      | 129                        |
| Complaints Pending Final Agency Action                              | 16      | 29      | 5       | 7       | 7       | 11                         |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 298     | 380     | 301     | 325     | 137     | 142                        |

| Part 10 Complaint Investigations                                       |         |         |         |         |         |                            |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                        | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>03-31) |
| Pending Complaints Where Investigations Exceed<br>Required Time Frames | 14      | 15      | 12      | 4       | 7       | 3                          |