



U.S. Department of Agriculture



No FEAR Act

Annual Report Fiscal Year 2025



Secretary Brooke L. Rothman

Washington, D.C. 20250

January 08, 2026

USDA EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

To the dedicated servants of American agriculture:

As Secretary, I want to be crystal clear about our commitment to unity, equality, merit, and the values that make the United States Department of Agriculture (USDA) and this nation great. The USDA stands as a beacon of excellence, where every employee and applicant is treated with dignity and respect. That's not just our policy, that's our promise.

Merit matters. Performance matters. Results matter. Our mission is straightforward: To serve America's farmers, ranchers, and producers while ensuring every USDA employee has the opportunity to succeed based on their skills, dedication, and commitment to our shared agricultural mission.

To achieve that mission, we will not tolerate unlawful discrimination. No employee or applicant for employment will be denied opportunities based on race, color, sex, national origin, religion, age, disability, genetic information, marital status, parental status, political affiliation, receipt of public assistance, pregnancy, childbirth, or related medical conditions, or any other non-merit based factor. Equal employment opportunity applies to every aspect of our work together, all personnel programs, management practices, and decisions including, but not limited to, recruitment and hiring, merit promotion and transfer, reassignments and training, career development and benefits, separation, and all other employment actions. We are also committed to providing reasonable accommodation for disabilities under the Rehabilitation Act and for sincerely held religious beliefs. Employees and applicants must contact the agency EEO office or EEO counselor within 45 calendar days of the alleged discriminatory act to preserve administrative remedies under 29 C.F.R. Part 1614. Complaints will be processed consistent with EEOC procedures.

We have taken bold actions to eliminate all DEIA programs including Special Emphasis Programs not required by law. This reflects our commitment to unity, equality, and color-blind policies. We will not use taxpayer resources to promote identity-based events or initiatives. Instead, we focus on what unites us as Americans and as public servants.

Any form of workplace harassment, unlawful discrimination, or retaliation will not be tolerated. Retaliation against individuals who oppose discriminatory practices or participate in administrative or judicial proceedings involving civil rights statutes is strictly prohibited.

Together, we will continue building a department that serves American agriculture with excellence, integrity, and unwavering commitment to equal opportunity and merit-based service to our farmers, ranchers, and producers. America First. Agriculture First. Merit First.

Sincerely,

A handwritten signature in black ink, appearing to read "Brooke L. Rollins". The signature is fluid and cursive, with the first name "Brooke" being more prominent.

Brooke L. Rollins
Secretary
United States Department of Agriculture

Table of Contents

EXECUTIVE SUMMARY.....	5
PURPOSE OF REPORT.....	5
I. NO FEAR ACT DATA ANALYSIS.....	6
A. CIVIL CASES IN FEDERAL DISTRICT COURT AND DISPOSITION	6
B. JUDGMENT FUND REIMBURSEMENTS AND BUDGET ADJUSTMENT	6
C. POSTING OF EEO COMPLAINTS PROCESSING STATISTICS	6
D. NUMBER OF EMPLOYEES DISCIPLINED	6
E. DISCIPLINE POLICY	7
II. TRENDS AND CASUAL ANALYSIS.....	7
A. EEO COMPLAINT ACTIVITY	7
1. COMPLAINTS FILED.....	7
2. PROCEDURAL DISMISSALS.....	8
3. FINDINGS OF DISCRIMINATION	9
4. INVESTIGATIONS EXCEEDING THE REQUIRED TIME FRAMES	10
B. MOST FREQUENTLY CITED BASES IN FORMAL EEO COMPLAINTS AT USDA	11
C. MOST FREQUENTLY CITED ISSUES IN FORMAL EEO COMPLAINTS AT USDA	12
D. NO FEAR ACT TRAINING PLAN	13
III. IMPROVEMENTS IN USDA EEO PROGRAMS	13
APPENDIX.....	14

EXECUTIVE SUMMARY

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law No. 107-174, Section 203, mandates that federal agencies provide an annual report containing information related to each agency's Equal Employment Opportunity complaint activity for each fiscal year. This report includes the number of Equal Employment Opportunity complaints filed with the United States Department of Agriculture (USDA) alleging discrimination based on race, color, religion, national origin, sex, disability, genetics, age, reprisal, and violations of whistleblower protection laws. It also reports the amount of money USDA has reimbursed to the Judgment Fund in accordance with the No FEAR Act, including the aggregate amount attributable to the payment of attorney's fees. In addition, this report describes USDA's policies relating to disciplinary actions taken against employees who have violated anti-discrimination or whistleblower laws or engaged in prohibited personnel practices, the number of employees disciplined for discrimination, retaliation, harassment, or prohibited personnel practices, and the number of cases arising in federal court under anti-discrimination and whistleblower protection laws. Finally, the report includes the statistical data USDA is required to post on its public website¹.

PURPOSE OF REPORT

The No FEAR Act specifically requires each federal agency to submit to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission, and the U.S. Attorney General, an annual report with specific information relating to each agency's Equal Employment Opportunity complaint activity. The report is required to be delivered to all parties within 180 days after the end of the fiscal year. USDA summarized its activities to ensure accountability for anti-discrimination and whistleblower laws related to employment to submit its Annual No FEAR Act Report to Congress for fiscal year 2025. The Office of the Assistant Secretary for Civil Rights (OASCR) has prepared this report based on the provisions of the No FEAR Act and its implementation regulations at 5 C.F.R. § 724.302.

OASCR notes that the data reported in this report differs from those in the Form 462 report submitted to the Equal Employment Opportunity Commission. These differences are attributed to several factors: the distinct calculation methodologies used for each report, the time elapsed between their preparation, and the impact of the furlough, which delayed the timely acquisition of relevant data at the beginning of the fiscal year.

It is important to clarify that all data presented within the text of this report is derived exclusively from the No FEAR Act data table. This data has not been altered or manipulated to align with figures in the Form 462 Report. As a result, while there may be inconsistencies between the two reports, the information provided here accurately reflects the data generated for the No FEAR Act reporting requirements. This approach ensures transparency and maintains the integrity of the data as mandated by the applicable reporting standards.

¹ USDA publishes the No FEAR Act, its Notice, related FAQs, historical annual reports, quarterly reports, and guidance on filing Equal Employment Opportunity complaints or harassment allegations on its No FEAR Act webpage: <https://www.usda.gov/about-usda/working-usda/employee-services/usda-no-fear-act-report-information>.

If further details or clarification regarding the data sources, calculation methods, or reporting processes are needed, please contact OASCR for additional information.

I. NO FEAR ACT DATA ANALYSIS

A. Civil Cases in Federal District Court and Disposition

In fiscal year 2025, USDA's Office of General Counsel reported 25 pending federal district court cases, 8 pending appellate court cases, and 8 new federal district court filings. Pending federal district court cases declined from 36 in fiscal year 2024 to 25 in fiscal year 2025 and new filings dropped from 28 in fiscal year 2024 to 8 in fiscal year 2025. Appellate court caseloads remained unchanged at 8 in both fiscal year 2024 and fiscal year 2025.

B. Judgment Fund Reimbursements and Budget Adjustment

In fiscal year 2025, there were four federal district court judgments entered against USDA. Subsequently, USDA made reimbursements of \$974,377.21, which included \$432,338.36 for attorney's fees. In fiscal year 2024, USDA reimbursed \$0.00 to the Judgment Fund.

C. Posting of Equal Employment Opportunity Complaints Processing Statistics

USDA posted on its website fiscal year 2025 data regarding Equal Employment Opportunity discrimination complaints processed, in accordance with Equal Employment Opportunity Commission regulation 29 CFR Part 1614, Subpart G (implementing Section 301(c)(1)(B) of the No FEAR Act). See Appendix for USDA No FEAR Act data for fiscal year 2025. In addition to posting the Annual Reports², USDA timely posted statistical data pertaining to Equal Employment Opportunity complaints each quarter on its public website³.

D. Number of Employees Disciplined

In fiscal year 2025, USDA issued four disciplinary actions against employees found to have committed prohibited acts (including those acts discovered in conjunction with investigations of whistleblower protection or civil rights complaints). Harassment was the only prohibited act for which any disciplinary action was taken. The disciplinary actions included: one (1) removal, one (1) suspension of 14 days or less, and two (2) Letters of Reprimand.

In fiscal year 2024, there were four (4) disciplinary actions taken arising from harassment and disparate treatment. The disciplinary actions issued included: two (2) Letters of Reprimand for harassment; one (1) Letter of Reprimand for discrimination, and one (1) Removal for harassment.

² No FEAR Act Annual Reports can be found here: <https://www.usda.gov/about-usda/working-usda/employee-services/usda-no-fear-act-report-information>

³ No FEAR Act Agency Reports (i.e., quarterly reports) can be found here: <https://www.usda.gov/about-usda/working-usda/employee-services/usda-no-fear-act-report-information/no-fear-act-agency-reports>

E. Discipline Policy

On December 28, 2016, USDA's Office of Human Resources Management and OASCR issued Departmental Regulation 4300-010, Civil Rights Accountability Policy and Procedures⁴. The Departmental Regulation outlines civil rights accountability policy and procedures for ensuring appropriate disciplinary or corrective actions are taken when discrimination, retaliation, civil rights violations, harassment, bullying, or related misconduct occurs.

II. TRENDS AND CASUAL ANALYSIS

A. Equal Employment Opportunity Complaint Activity

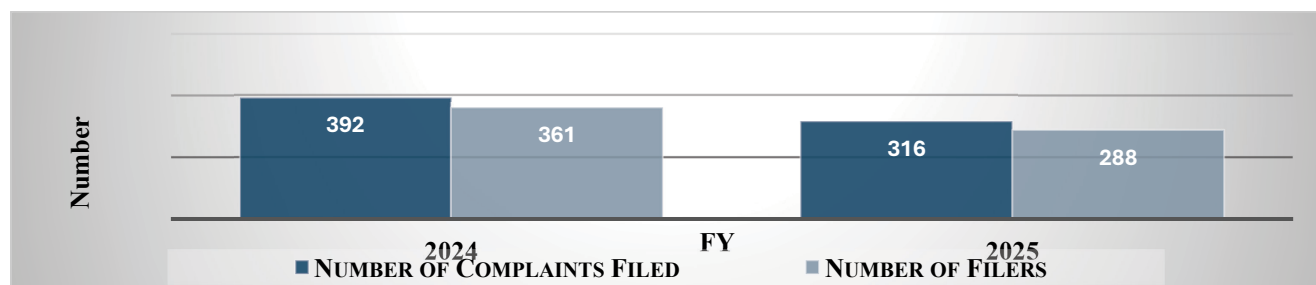
This section provides an overview of Equal Employment Opportunity complaint activity at USDA for fiscal year 2024 and 2025. It summarizes data on the number of formal complaints filed, the number of individuals filing complaints, procedural dismissals, findings of discrimination and investigations exceeding required time frames.

1. Complaints Filed

In fiscal year 2025, 316 Equal Employment Opportunity complaints were filed, compared to 392 filed in fiscal year 2024, which represents a ~19% decrease. Additionally, there were 288 filers in fiscal year 2025 compared to 361 in fiscal year 2024, which represents a ~20 % decrease. This illustrates a decrease in the number of complaints filed and the number of Complainants over the prior year.

⁴ DR 4300-010, Civil Rights Accountability Policy and Procedures can be found here: <https://www.usda.gov/directives/dr-4300-010>.

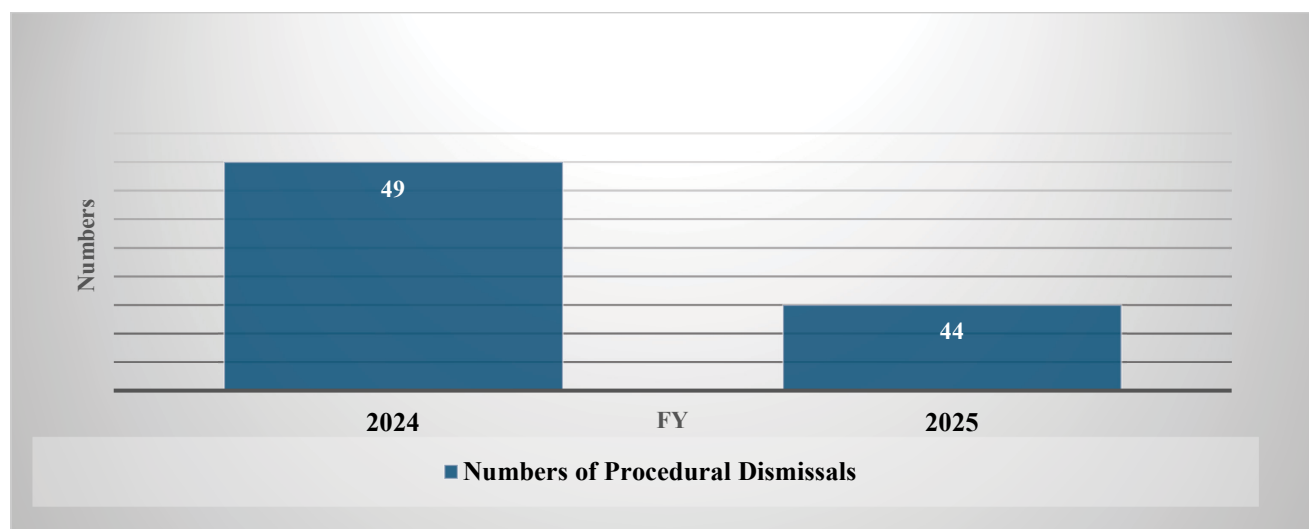
Graph 1
USDA Formal Equal Employment Opportunity Complaints and Filers for Fiscal Year 2025 and 2024



2. Procedural Dismissals

In fiscal year 2025, USDA procedurally dismissed 44 cases and 49 cases in fiscal year 2024, which represents a 10% decrease.

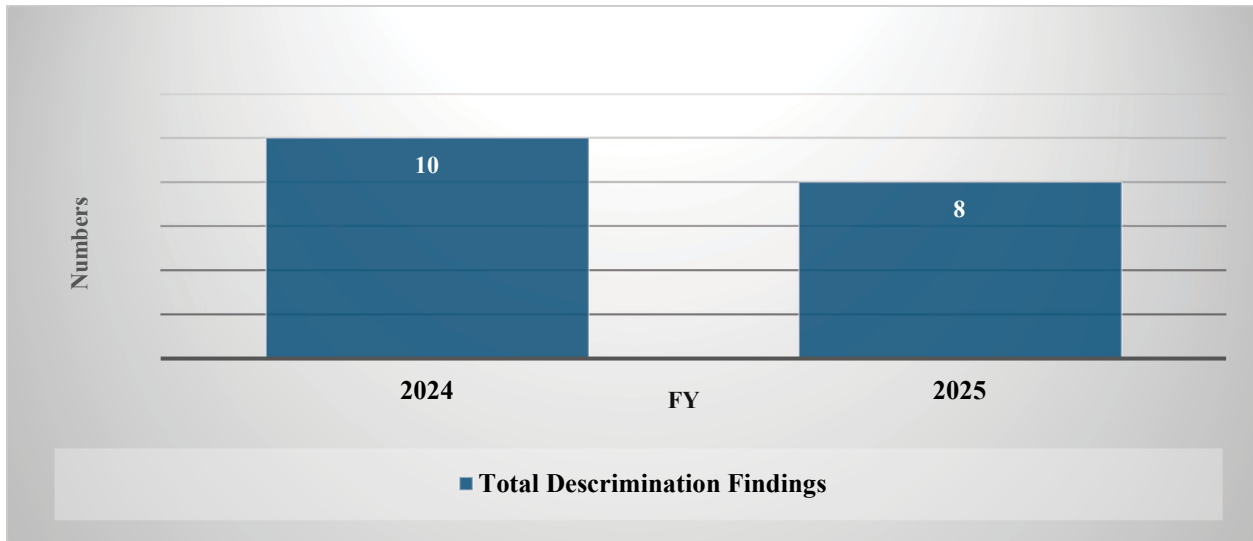
Graph 2
Procedural Dismissals for Fiscal Year 2024 and 2025



3. Findings of Discrimination

In fiscal year 2025, there were 8 findings of discrimination. In fiscal year 2024, there were 10 findings of discrimination. **Graph 3** illustrates these trends for both years.

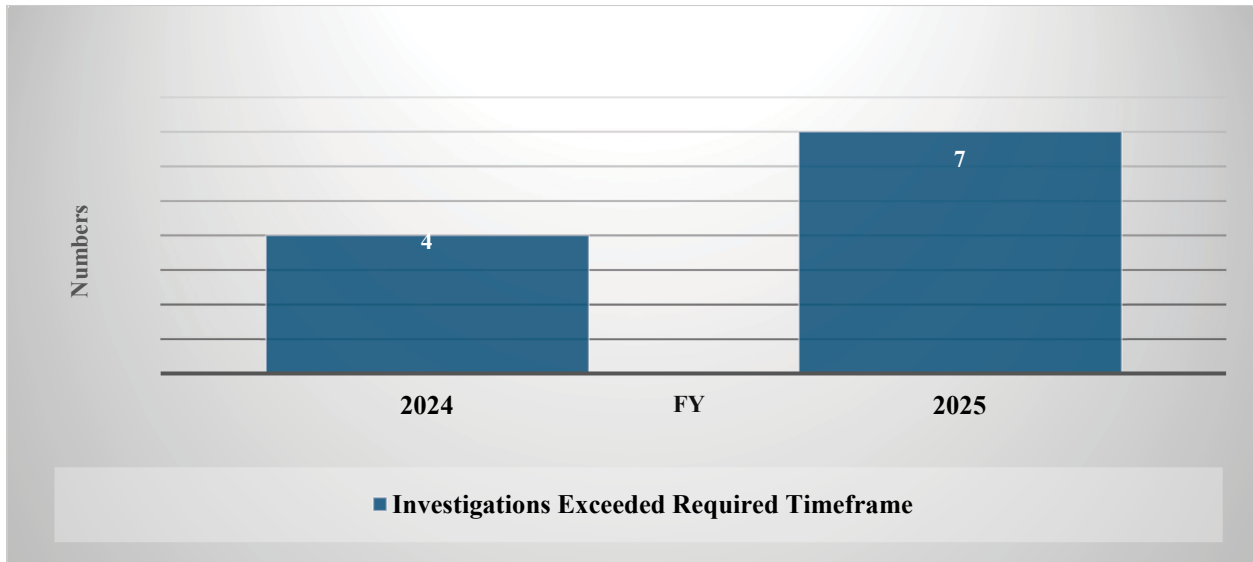
Graph 3
Total Discrimination Findings for Fiscal Year 2024 and 2025



4. Investigations Exceeding the Required Time Frames

In fiscal year 2025, 7 pending complaints had investigations that exceeded the required time frames. In fiscal year 2024, 4 pending complaints had investigations that exceeded the required time frames.

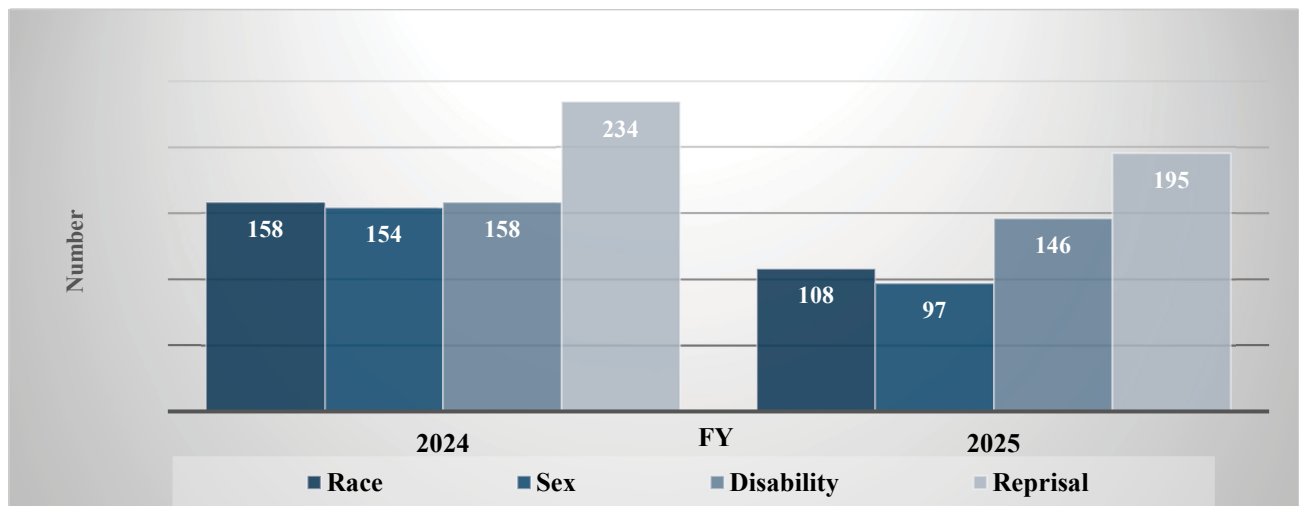
Graph 4
Investigations Exceeded Required Time Frames for Fiscal Year 2024 and 2025



B. Most Frequently Cited Bases in Formal Equal Employment Opportunity Complaints at USDA

In fiscal year 2025, the most frequently cited bases in formal Equal Employment Opportunity complaints were reprisal (195 complaints in 2025, down 16% from 234 in fiscal year 2024), disability (146 complaints in fiscal year 2025, down 7% from 158), race (108 complaints in fiscal year 2025, down 31% from 158), and sex (97⁵ complaints in fiscal year 2025, down 37% from 154). In fiscal year 2024, the top four bases were reprisal, disability, race, and sex. These numbers are reflected in **Graph 5** below.

Graph 5
Most Frequently Cited Equal Employment Opportunity Bases for Fiscal Year 2024 and 2025



⁵ For fiscal year 2025, sex and age both had a total of 97, but sex was selected for this comparison for fiscal year 2024.

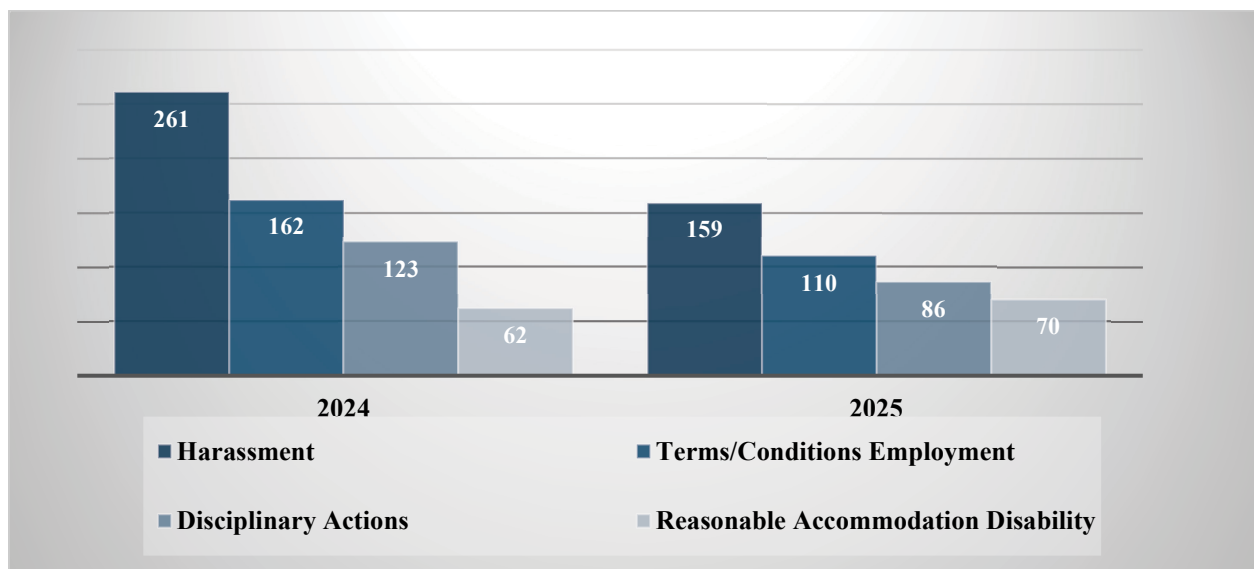
C. Most Frequently Cited Issues in Formal Equal Employment Opportunity Complaints at USDA

In fiscal year 2025, the most frequently cited issues in formal Equal Employment Opportunity complaints were: harassment, terms/conditions of employment, disciplinary actions, and reasonable accommodation disability.

In fiscal year 2024, harassment, terms/conditions of employment, disciplinary actions, and promotions/non-selections were most frequently cited issues.

Harassment remained the leading issue in both years, with 159 complaints in fiscal year 2025, down from 261 in fiscal year 2024, a 39% decrease. Terms/conditions of employment ranked second in fiscal year 2025, with 110 complaints, down from 162 in fiscal year 2024, a 32% decrease. Disciplinary actions ranked third in fiscal year 2025, with 86 complaints, down from 123 in fiscal year 2024, a 30% decrease. Reasonable accommodation disability was the fourth most cited issue in fiscal year 2025, with 70 complaints versus 62 in fiscal year 2024, a 12 % increase. The numbers are reflected in **Graph 6** below.

Graph 6
Most Frequently Cited Equal Employment Opportunity Issues for Fiscal Year 2024 and 2025



D. No FEAR Act Training Plan

During fiscal year 2025, USDA provided No FEAR Act training to its employees. In February of 2025, the No FEAR Act training as a certification assignment was paused to ensure all training was aligned with law, rule, regulation and executive orders. USDA is finalizing evaluation and reassigning of the training and will resume No Fear Act training requirements in fiscal year 2026.

III. IMPROVEMENTS IN USDA EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

USDA continues to review and modify procedures in accordance with Equal Employment Opportunity Commission regulations, monitor complaint activity, and promote Alternative Dispute Resolution as an alternative to traditional Equal Employment Opportunity discrimination complaint processing.

Appendix

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

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Fiscal Year 2025 for period ending September 30, 2025⁶⁷

Complaint Activity	Fiscal Year				
	2021	2022	2023	2024	2025
Number of Complaints Filed	342	264	308	392	316
Number of Complainants	323	256	295	361	288
Repeat Filers	17	8	13	28	28
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year				
	2021	2022	2023	2024	2025
Race	142	86	125	158	108
Color	52	35	50	64	39
Religion	16	35	33	34	16
Reprisal	162	122	176	234	195
Sex	111	79	115	154	97
Pregnancy Discrimination Act	3	1	2	4	2

⁶ The data provided in the following tables are from the fiscal year 2025 No Fear Report data table run on December 19, 2025, not the fiscal year 2025 certified Form 462 Report. We note there are some differences in the data between the fiscal year 2025 certified Form 462 Report data and the fiscal year 2025 No Fear Act data table.

⁷ Variances between the newly run reports and historical data presented in prior years' reports are due to drift (i.e., the effect of processing which occurred between the time said reports were generated).

National Origin	41	20	45	66	51
-----------------	----	----	----	----	----

Equal Pay Act	6	4	9	4	5
Age	96	69	95	123	97
Disability	103	122	131	158	146
Genetics	2	5	5	3	3
Non- Equal Employment Opportunity	29	21	41	47	33
Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. ⁸</i>	Fiscal Year				
	2021	2022	2023	2024	2025
Appointment/Hire	26	11	18	26	8
Assignment of Duties	34	11	0	0	0
Awards	7	4	6	13	7
Conversion to Full Time/Permanent Status	0	0	0	0	0
Disciplinary Actions					
Demotion	0	1	1	1	5
Reprimand **	14	0	0	0	0

⁸ Starting in fiscal year 2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. The reporting of Reassignment Claims was changed from two separate rows (i.e., Denied and Directed) to one combined row. The first row now accommodates both Reassignment (i.e., Denied/Directed) and the second row has been designated for the current fiscal year starting in fiscal year 2023.

Suspension	19	15	19	25	16
Removal	7	9	17	14	22
Other **	0	0	55	83	43
Duty Hours	5	0	0	0	0
Performance Evaluation/Appraisal	44	26	29	34	16
Examination/Test	2	0	0	0	0
Harassment					
Non-Sexual	146	122	190	245	153
Sexual		11	10	16	6
Medical Examination	0	1	1	2	5
Pay, including Overtime	4	4	23	25	12
Promotion / Non-selection	68	48	55	87	48
Reassignments					
Denied/Directed	11	4	9	17	13
Directed	19	3	17	25	9
Reasonable Accommodation Disability	35	32	54	62	70
Reinstatement	1	0	0	0	0
Religious Accommodation	1	52	7	4	1
Retirement	3	0	0	0	0

Sex-Stereotyping	0	0	0	2	1
Telework	2	4	9	23	12
Termination	28	24	39	57	52
Terms/Conditions of Employment	56	0	0	0	0
Time and Attendance	27	13	37	75	32
Training	19	9	26	48	17
Other Terms/Condition of Employment	0	0	100	162	110

Processing Time: Complaint pending during fiscal year where hearing was requested	Fiscal Year				
	2021	2022	2023	2024	2025
Average days in Investigation for all cases pending during fiscal year	157.95	156.07	161.77	165.42	161.05
Average days in Final Action for all cases pending during fiscal year	35.83	34.18	67.16	23.07	31.14
Average Number of Days in Investigation with Hearing	166.19	170.42	155.84	166.54	170.40

Average Number of Days in Final Action with Hearing	18.22	19.54	45.28	10.3	14.21
Processing Time: Complaint pending during fiscal year without hearing	Fiscal Year				
Average Number of Days in Investigation without Hearing	149.99	144.37	169.25	163.23	155.89
Average Number of Days in Final Action without Hearing	53.54	58.59	96.80	37.15	47.82

Complaints Dismissed by Agency	Fiscal Year				
	2021	2022	2023	2024	2025
Total Complaints Dismissed by Agency	22	37	37	49	44
Average Days Pending Prior to Dismissal	53	68	57.73	55.47	50.93
Complaints Withdrawn by Complainants	Fiscal Year				
	2021	2022	2023	2024	2025
Total Complaints Withdrawn by Complainants	18	19	18	15	30

Total Final Agency Actions Finding Discrimination	Fiscal Year									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		10		18		10		8	
Findings Without Hearing	0	0	2	20	15	83	6	60	6	75
Findings With Hearing	1	100	8	80	3	17	4	40	2	25

Total Findings of Discrimination by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Fiscal Year									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Findings	1		10		19		10		8	
Race	0	0.00	2	20.00	6	31.58	4	40.00	2	25.00
Color	0	0.00	2	20.00	1	5.26	1	10.00	1	12.50

Religion	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00
Reprisal	1	100.00	8	80.00	5	26.32	7	70.00	6	75.00
Sex	0	0.00	4	40.00	4	21.05	4	40.00	2	25.00
PDA	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
Equal Pay Act	0	0.00	0	0.00	1	5.26	1	10.00	0	0.00
Age	0	0.00	2	20.00	4	21.05	3	30.00	2	25.00
Disability	1	100.00	4	40.00	8	42.11	5	50.00	2	25.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	1	0.00
Non- Equal Employment Opportunity	0	0.00	0	0.00	1	5.26	2	20.00	1	12.50

Total Findings of Discrimination by Basis (with Hearing) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Fiscal Year									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Findings after Hearing	1		8		3		4		2	
Race	0	0.00	2	25.00	2	66.67	4	100.00	1	50.00
Color	0	0.00	1	12.50	0	0.00	1	25.00	0	0.00
Religion	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
Sex	0	0.00	2	25.00	0	0.00	2	50.00	0	0.00
PDA	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
Equal Pay Act	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00

Age	0	0.00	2	25.00	2	66.67	3	75.00	0	0.00
Disability	1	100.00	3	37.50	1	33.33	1	25.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non- Equal Employment Opportunity	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00

Total Findings of Discrimination by Basis (without Hearing) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Fiscal Year									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Findings without Hearing	0		2		16		6		6	
Race	0	0.00	0	0.00	4	25.00	0	0.00	1	16.67
Color	0	0.00	1	50.00	1	6.25	0	0.00	1	16.67
Religion	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00
Reprisal	0	0.00	2	100.00	4	25.00	4	66.67	4	66.67

Sex	0	0.00	2	100.00	4	25.00	2	33.33	2	33.33
PDA	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
Equal Pay Act	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00
Age	0	0.00	0	0.00	2	12.50	0	0.00	2	33.33
Disability	0	0.00	1	50.00	7	43.75	4	66.67	2	33.33
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non- Equal Employment Opportunity	0	0.00	0	0.00	1	6.25	1	16.67	1	16.67

Findings of Discrimination Rendered by Issue	Fiscal Year									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Findings	1		10		17		10		7	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/ Permanent Status	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions:										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	6	1	10	0	0
Removal	0	0	0	0	1	6	1	10	0	0
Other	0	0	0	0	0	0	1	10	2	29
Duty Hours	0	0	0	0	0	0	0	0	0	0
Performance Evaluation/ Appraisal	0	0	2	20	0	0	2	20	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment:										
Sexual	0	0	0	0	2	12	2	20	1	14
Non-Sexual	1	100	5	50	3	18	5	50	5	71
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	3	30	5	29	3	30	2	29
Reassignment:										
Denied/Directed	0	0	0	0	1	6	1	10	0	0
Directed	0	0	2	20	0	0	0	0	1	14
Reasonable Accommodation Disability	1	100	1	10	2	12	3	30	1	14
Reinstatement	0	0	0	0	0	0	0	0	0	0

Religious Accommodation	0	0	2	20	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	10	1	14
Termination	0	0	0	0	0	0	2	20	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	2	20	0	0	0	0	1	14
Training	0	0	1	10	0	0	0	0	3	43
Other Terms / Conditions of Employment	0	0	0	0	5	29	1	10	2	29

Findings of Discrimination Rendered by Issue (with Hearing)	Fiscal Year									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Findings after Hearing	1		8		3		4		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/ Permanent Status	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions:										
Demotion	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	25	0	0

Removal	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	25	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Performance Evaluation/ Appraisal	0	0	2	25	0	0	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment:										
Sexual	0	0	0	0	0	0	0	0	0	0
Non-Sexual	1	100	3	38	1	33	2	50	1	50
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	2	25	1	33	2	50	1	50
Reassignment:										

Denied/Directed	0	0	0	0	1	33	0	0	0	0
Directed	0	0	1	13	0	0	0	0	0	0
Reasonable Accommodation Disability	1	100	1	13	1	33	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	2	25	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	2	25	0	0	0	0	0	0
Training	0	0	1	13	0	0	0	0	0	0

Other Terms / Conditions of Employment	0	0	0	0	1	33	1	25	0	0
--	---	---	---	---	---	----	---	----	---	---

Findings of Discrimination Rendered by Issue (without Hearing)	Fiscal Year									
	2021		2022		2023		2024		2025	
	#	%	#	%	#	%	#	%	#	%
Total Findings without Hearing	0		2		14		6		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/ Permanent Status	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions:										
Demotion	0	0	0	0	0	0	0	0	0	0

Reprimand	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	7	0	0	0	0
Removal	0	0	0	0	1	7	1	17	0	0
Other	0	0	0	0	0	0	0	0	2	40
Other 2	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Performance Evaluation/ Appraisal	0	0	0	0	0	0	1	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment:										
Sexual	0	0	0	0	2	14	2	33	1	20
Non-Sexual	0	0	2	100	2	14	3	50	4	80
Medical Examination	0	0	0	0	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	50	4	29	1	17	1	20
Reassignment:										
Denied/Directed	0	0	1	50	0	0	1	17	0	0
Directed	0	0	1	50	0	0	0	0	1	20
Reasonable Accommodation Disability	0	0	0	0	1	17	3	50	1	20
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	17	1	20
Termination	0	0	0	0	0	0	2	33	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	20
Training	0	0	0	0	0	0	0	0	3	60
Other Terms / Conditions of Employment	0	0	0	0	4	29	0	0	2	40

Pending Complaints Filed in Previous Fiscal Years by Status	Fiscal Year				
	2021	2022	2023	2024	2025
Total Complaints from Previous Fiscal Years	324	212	168	159	163
Total Complainants	285	181	143	142	150
Complaints Pending Investigation	18	15	15	13	1
ROI Issued, Pending Complainant's Action	1	0	0	2	3
Hearing	303	179	127	115	120
Final Agency Action	16	29	5	7	6

Appeal with Equal Employment Opportunity Commission Office of Federal Operations	298	380	301	325	138
Complaint Investigations	Fiscal Year				
	2021	2022	2023	2024	2025
Pending Complaints Where Investigations Exceed Required Time Frames	14	15	12	4	7