

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

United States of the Treasury (Aggregate)

For 1st Quarter 2026 for period ending December 31, 2025

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 12-31)
Number of Complaints Filed	318	370	452	551	513	90
Number of Complainants	281	330	410	496	463	89
Repeat Filers	27	31	36	43	39	1

Part 2 Complaints by Basis

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	151	145	155	193	133	21
Color	61	60	81	86	54	5
Religion	24	40	25	30	25	6
Reprisal	200	222	260	291	234	35
Sex	98	114	148	181	126	18
PDA	1	7	5	6	9	0
National Origin	37	29	37	53	50	9
Equal Pay Act	0	2	1	3	1	0
Age	90	95	118	158	107	19
Disability	123	168	242	241	289	53
Genetics	4	9	4	7	4	0
Non-EEO	31	42	29	21	16	2

Part 3 Complaints By Issue

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	12	10	8	19	5	2
Assignment of Duties*	32	0	0	0	0	0
Awards	7	0	8	10	2	0
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	6	2	4	1	0	0
Disciplinary Action: Reprimand**	11	0	0	0	0	0
Disciplinary Action: Suspension	21	10	20	7	6	0
Disciplinary Action: Removal	2	1	6	8	4	0
Disciplinary Action: Other Disciplinary Actions**	0	0	25	35	24	3
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	4	0	0	0	0	0
Perf. Eval./ Appraisal	61	54	69	90	66	3
Examination/Test	0	3	0	2	0	0
Harassment: Non-Sexual	141	143	211	257	198	24
Harassment: Sexual	3	1	4	13	9	1
Medical Examination	0	1	1	0	0	0
Pay including overtime	13	11	15	19	10	0
Promotion/Non-Selection	57	44	54	70	43	0
Reassignment: Denied/Directed	4	4	5	5	2	0
Reassignment: Directed	3	3	5	11	5	1
Reasonable Accommodation	32	56	109	111	165	35
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	8	3	2	5	4
Retirement*	4	0	0	0	0	0
Sex-Stereotyping	1	1	0	3	0	0
Telework	4	3	14	31	19	2
Termination	26	30	57	54	56	16
Terms/Conditions of Employment*	56	0	0	0	0	0
Time and Attendance	48	62	72	94	55	7
Training	12	6	12	28	14	1
Other Terms/Conditions of Employment*	0	0	136	176	103	13

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Average days in Investigation for all cases pending during FY	149.82	146.9	157.61	169.3	171.08	188.40
Average days in Final Action for all cases pending during FY	28.39	35.88	38.97	43.94	44.06	37.38
Average days in Investigation with	148.56	148.07	159.02	171.59	176.71	194.62
Average days in Final Action with	22.51	28.66	39.59	29.91	38.15	33.20
Average Days in Investigation without Hearing	139.47	149.13	162.58	169.02	170.01	185.64
Average Days in Final Action without Hearing	39.99	45.38	49.12	52.02	48.43	39.05

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total Complaints Dismissed by	43	73	56	70	81	18
Average Days Pending Prior to Dismissal	32.84	28.03	25.68	52.03	31.35	20.67
Total Complaints Withdrawn by Complainants	39	19	29	27	72	6

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 12-31)	FY 2026 % (thru 12-31)
Total Number	3		7		4		7		6		1	
Findings Without Hearing	2	67	5	71	4	100	7	100	4	67	1	100
Findigs With	1	33	2	29	0	0	0	0	2	33	0	0

Part 7 Finding of Discrimination by Basis												
	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 12-31)	FY 2026 % (thru 12-31)
Total Number Findings	3		7		4		7		6		1	
Race	2	66.67	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	1	33.33	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	33.33	2	28.57	2	50.00	4	57.14	3	50.00	0	0.00
Sex	1	33.33	1	14.29	0	0.00	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	1	14.29	0	0.00	2	28.57	0	0.00	0	0.00
Disability	3	100.0	4	57.14	4	100.0	5	71.43	4	66.67	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	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 12- 31)	FY 2026 % (thru 12- 31)
Findings After Hearing	1		2		0		0		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	1	100.0	1	50.00	0	0.00	0	0.00	2	100.0	0	0.00
Sex	0	0.00	0	0.00	0	0.00	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	0	0.00	0	0.00	0	0.00
Disability	1	100.0	1	50.00	0	0.00	0	0.00	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

Part 7 Finding of Discrimination by Basis (without Hearing)

	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 12- 31)	FY 2026 % (thru 12- 31)
Finding Without Hearing	2		5		4		7		4		1	
Race	2	100.0	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	1	50.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	20.00	2	50.00	4	57.14	1	25.00	0	0.00
Sex	1	50.00	1	20.00	0	0.00	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	1	20.00	0	0.00	2	28.57	0	0.00	0	0.00
Disability	2	100.0	3	60.00	4	100.0	5	71.43	3	75.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

Part 8 Finding of Discrimination by Issue (with Hearing)

Part 8 Finding of Discrimination by Issue (without Hearing)

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	183	144	118	158	220	448
Total Complainants	167	125	113	150	204	415
Complaints Pending Investigation	1	0	1	4	4	128
ROI issued, pending Complainant's	0	0	3	2	0	16
Complaints Pending in Hearing	173	128	70	103	157	244
Complaints Pending Final Agency	10	17	13	15	25	25
Complaints Pending Appeal with EEOC Office of Federal Operations	1224	1217	91	118	119	131

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time	0	0	7	1	1	3