

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

Executive Office for Immigration Review: EOI (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 30, 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 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	19	14	22	23	30	43
Number of Complainants	19	13	21	22	30	41
Repeat Filers	0	0	0	1	0	2

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	11	7	5	14	15	16
Color	3	0	2	10	5	3
Religion	0	0	3	0	1	1
Reprisal	11	5	7	14	16	16
Sex	10	5	12	11	12	19
PDA	0	0	1	0	0	1
National Origin	5	3	2	3	4	8
Equal Pay Act	0	0	1	0	0	0
Age	7	4	4	8	10	14
Disability	10	6	12	11	14	19
Genetics	0	0	2	0	0	0
Non-EEO	5	3	5	0	1	0

Part 3 Complaints By Issue						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	1	0	0	2	1	1
Assignment of Duties*	2	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	1	0	0
Disciplinary Action: Removal	0	0	1	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	1	0	0	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	7	2	1	1	1	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	4	1	8	18	24	23
Harassment: Sexual	1	1	3	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	9	3	5	1	1	3
Reassignment: Denied/Directed	0	0	0	0	1	0
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	3	2	2	7
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	6	6	9	0	0	0
Telework	0	0	0	0	0	0
Termination	0	3	1	1	2	5
Terms/Conditions of Employment*	3	1	0	0	0	0
Time and Attendance	2	0	1	0	0	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	2	2	1	5

Part 9 Complaints Pending from Previous FY By Status

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	132	151	14	14	18	22
Total Complainants	105	119	10	11	16	22
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	13	8	12	3	9	10
Complaints Pending Final Agency Action	3	3	6	11	9	12
Complaints Pending Appeal with EEOC Office of Federal Operations	0	0	4	4	5	1

Part 10 Complaint Investigations

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0