

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

Bureau of Alcohol TobaccoFirearms/Explosive:ATF (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<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>03-31) |
| Number of Complaints Filed | 21         | 28         | 30         | 36         | 36         | 15                         |
| Number of Complainants     | 19         | 28         | 29         | 35         | 32         | 15                         |
| Repeat Filers              | 0          | 0          | 1          | 1          | 4          | 0                          |

| Part 2 Complaints by Basis |            |            |            |            |            |                            |
|----------------------------|------------|------------|------------|------------|------------|----------------------------|
|                            | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>03-31) |
| Race                       | 6          | 7          | 12         | 15         | 8          | 3                          |
| Color                      | 0          | 2          | 3          | 5          | 2          | 1                          |
| Religion                   | 0          | 5          | 0          | 1          | 0          | 2                          |
| Reprisal                   | 10         | 12         | 16         | 11         | 15         | 9                          |
| Sex                        | 5          | 6          | 12         | 19         | 18         | 9                          |
| PDA                        | 0          | 0          | 0          | 0          | 0          | 1                          |
| National Origin            | 2          | 6          | 3          | 6          | 5          | 2                          |
| Equal Pay Act              | 0          | 0          | 0          | 1          | 1          | 0                          |
| Age                        | 5          | 6          | 8          | 12         | 12         | 3                          |
| Disability                 | 6          | 11         | 9          | 7          | 10         | 5                          |
| Genetics                   | 0          | 2          | 0          | 0          | 0          | 0                          |
| Non-EEO                    | 0          | 2          | 4          | 2          | 2          | 1                          |

### 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                                     | 0          | 3          | 1          | 6          | 1          | 1                          |
| Assignment of Duties*                                | 2          | 4          | 0          | 0          | 0          | 0                          |
| Awards                                               | 0          | 1          | 0          | 0          | 0          | 0                          |
| Conversion to Full Time/Perm Status*                 | 0          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Demotion                        | 0          | 0          | 0          | 0          | 1          | 0                          |
| Disciplinary Action: Reprimand**                     | 1          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Suspension                      | 0          | 0          | 3          | 2          | 1          | 0                          |
| Disciplinary Action: Removal                         | 0          | 0          | 0          | 0          | 1          | 0                          |
| Disciplinary Action: Other Disciplinary<br>Actions** | 0          | 0          | 4          | 3          | 2          | 2                          |
| Disciplinary Action: Other 2**                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Duty Hours*                                          | 0          | 0          | 0          | 0          | 0          | 0                          |
| Perf. Eval./ Appraisal                               | 3          | 6          | 1          | 4          | 5          | 2                          |
| Examination/Test                                     | 1          | 0          | 0          | 1          | 0          | 0                          |
| Harassment: Non-Sexual                               | 3          | 7          | 17         | 21         | 15         | 7                          |
| Harassment: Sexual                                   | 0          | 0          | 0          | 0          | 2          | 1                          |
| Medical Examination                                  | 0          | 0          | 0          | 1          | 0          | 0                          |
| Pay including overtime                               | 2          | 0          | 0          | 1          | 2          | 0                          |
| Promotion/Non-Selection                              | 4          | 3          | 4          | 4          | 1          | 0                          |
| Reassignment: Denied/Directed                        | 1          | 0          | 1          | 1          | 0          | 1                          |
| Reassignment: Directed                               | 2          | 1          | 0          | 0          | 0          | 0                          |
| Reasonable Accommodation Disability                  | 0          | 1          | 4          | 1          | 4          | 0                          |
| Reinstatement*                                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Religious Accommodation                              | 0          | 1          | 0          | 0          | 0          | 0                          |
| Retirement*                                          | 0          | 0          | 0          | 0          | 0          | 0                          |
| Sex-Stereotyping                                     | 7          | 12         | 0          | 0          | 0          | 0                          |
| Telework                                             | 0          | 1          | 1          | 2          | 1          | 0                          |
| Termination                                          | 1          | 0          | 0          | 2          | 4          | 2                          |
| Terms/Conditions of Employment*                      | 1          | 3          | 0          | 0          | 0          | 0                          |
| Time and Attendance                                  | 1          | 0          | 3          | 2          | 2          | 0                          |
| Training                                             | 0          | 0          | 0          | 1          | 0          | 0                          |
| Other Terms/Conditions of Employment*                | 0          | 0          | 5          | 7          | 11         | 6                          |

#### Part 4 Processing Time (Complaints Pending During FY)

|                                                               | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>03-31) |
|---------------------------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Average days in Investigation for all cases pending during FY | 149.08     | 157.41     | 189.55     | 246.46     | 229.3      | 222.31                     |
| Average days in Final Action for all cases pending during FY  | 64.7       | 134.35     | 257.69     | 123.8      | 39.83      | 32.60                      |
| Average days in Investigation with Hearing                    | 256.95     | 255.09     | 200        | 248.47     | 197.25     | 234.71                     |
| Average days in Final Action with Hearing                     | 8          | 26.83      | 13.8       | 1.8        | 32.2       | 36.50                      |
| Average Days in Investigation without Hearing                 | 136        | 157.5      | 183        | 235.7      | 245.94     | 236.71                     |
| Average Days in Final Action without Hearing                  | 104.33     | 396        | 323.27     | 249        | 148        | 0.00                       |

## Part 5 Complaints Dismissed or Withdrawn

|                                               | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>03-31) |
|-----------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Total Complaints Dismissed by Agency          | 1          | 1          | 1          | 2          | 2          | 0                          |
| Average Days Pending Prior to Dismissal       | 102        | 35         | 58         | 83.5       | 118.5      | 0.00                       |
| Total Complaints Withdrawn by<br>Complainants | 4          | 2          | 1          | 4          | 5          | 2                          |

## Part 6 Total Final Agency Actions Finding Discrimination

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| 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 03-31) | FY 2026<br>%<br>(thru 03-31) |
| Total Number Findings                     | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                |                              |
| Race                                      | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Color                                     | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Religion                                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Reprisal                                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 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                                | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Genetics                                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |
| Non-EEO                                   | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                | 0.00                         |

| 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                                   | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                    |                                  |
| Race                                                     | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Color                                                    | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Religion                                                 | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Reprisal                                                 | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 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                                               | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Genetics                                                 | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Non-EEO                                                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |

| 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                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 0                                    |                                  |
| Race                                                        | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Color                                                       | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Religion                                                    | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Reprisal                                                    | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 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                                                  | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Genetics                                                    | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |
| Non-EEO                                                     | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                   | 0.00            | 0                                    | 0.00                             |

|                                           |
|-------------------------------------------|
| Part 8 Finding of Discrimination by Issue |
|-------------------------------------------|

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## 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<br>(thru<br>03-31) |
| Total complaints from previous Fiscal Years                         | 707     | 19      | 21      | 26      | 27      | 44                         |
| Total Complainants                                                  | 462     | 16      | 18      | 24      | 26      | 40                         |
| Complaints Pending Investigation                                    | 0       | 0       | 2       | 1       | 0       | 4                          |
| ROI issued, pending Complainant's action                            | 0       | 0       | 2       | 2       | 0       | 3                          |
| Complaints Pending in Hearing                                       | 22      | 9       | 11      | 16      | 12      | 17                         |
| Complaints Pending Final Agency Action                              | 4       | 8       | 5       | 7       | 13      | 20                         |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 0       | 48      | 43      | 9       | 3       | 5                          |

| 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 | 1       | 0       | 0       | 0       | 0       | 0                          |