

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

Department of Justice (Includes Sub-Level Offices)

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	609	656	718	727	648	98
Number of Complainants	572	621	698	701	627	96
Repeat Filers	20	19	17	23	19	1

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	261	254	291	284	243	39
Color	136	115	173	152	127	17
Religion	0	69	36	31	37	8
Reprisal	346	350	418	382	369	52
Sex	299	277	312	324	299	51
PDA	17	10	14	18	15	6
National Origin	74	70	83	91	77	12
Equal Pay Act	3	2	8	4	3	0
Age	141	132	176	176	138	20
Disability	176	184	194	204	207	39
Genetics	6	11	4	4	4	1
Non-EEO	67	58	64	54	20	4

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	11	9	23	29	17	1
Assignment of Duties*	95	0	0	0	0	0
Awards	8	4	17	13	5	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	1	4	4	3	5	0
Disciplinary Action: Reprimand**	15	0	0	0	0	0
Disciplinary Action: Suspension	26	22	23	24	22	2
Disciplinary Action: Removal	13	8	9	11	16	5
Disciplinary Action: Other Disciplinary Actions**	0	23	26	29	33	5
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	13	0	0	0	0	0
Perf. Eval./ Appraisal	98	67	79	81	64	2
Examination/Test	5	2	6	5	3	0
Harassment: Non-Sexual	268	281	325	337	311	43
Harassment: Sexual	29	36	31	45	28	3
Medical Examination	7	4	14	6	5	0
Pay including overtime	19	13	15	16	19	3
Promotion/Non-Selection	135	128	137	119	64	3
Reassignment: Denied/Directed	7	34	34	39	25	3
Reassignment: Directed	29	0	0	0	0	0
Reasonable Accommodation Disability	45	56	48	53	68	23
Reinstatement*	2	0	0	0	0	0
Religious Accommodation	10	22	4	1	0	1
Retirement*	3	0	0	0	0	0
Sex-Stereotyping	21	1	1	3	2	0
Telework	0	1	8	5	6	1
Termination	25	20	24	35	36	13
Terms/Conditions of Employment*	82	0	0	0	0	0
Time and Attendance	68	54	39	42	38	4
Training	7	4	14	12	5	1
Other Terms/Conditions of Employment*	0	174	194	181	188	20

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	166.58	164.28	197.57	213.82	220.3	226.44
Average days in Final Action for all cases pending during FY	185.02	206.81	283.5	372.73	35.96	33.00
Average days in Investigation with Hearing	208.94	183.8	199.74	220.79	218.92	239.70
Average days in Final Action with Hearing	82.5	65.77	73.67	110.28	35.68	33.50
Average Days in Investigation without Hearing	163.03	176.02	195.02	206.56	221.2	224.46
Average Days in Final Action without Hearing	329.82	471.57	569.17	698.86	84.75	0.00

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 Agency	27	32	22	28	30	0
Average Days Pending Prior to Dismissal	265.04	133.69	140.41	132.39	121.7	0.00
Total Complaints Withdrawn by Complainants	52	58	45	56	74	9

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 Findings	15		8		16		18		14		4	
Findings Without Hearing	3	20	2	25	4	25	8	44	4	29	1	25
Findings With Hearing	12	80	6	75	12	75	10	56	10	71	3	75

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	20		8		16		18		14		4	
Race	4	20.00	2	25.00	3	18.75	4	22.22	5	35.71	2	50.00
Color	1	5.00	0	0.00	1	6.25	2	11.11	3	21.43	1	25.00
Religion	0	0.00	1	12.50	0	0.00	2	11.11	1	7.14	0	0.00
Reprisal	7	35.00	5	62.50	7	43.75	8	44.44	5	35.71	2	50.00
Sex	5	25.00	4	50.00	6	37.50	4	22.22	4	28.57	3	75.00
PDA	1	5.00	1	12.50	0	0.00	1	5.56	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	1	7.14	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	1	5.00	2	25.00	1	6.25	2	11.11	2	14.29	0	0.00
Disability	1	5.00	2	25.00	4	25.00	7	38.89	3	21.43	2	50.00
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	2	14.29	0	0.00

Part 8 Finding of Discrimination by Issue

	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	15		7		15		18		13		4	
Appointment/Hire	0	0	1	14	0	0	0	0	0	0	0	0
Assignment of Duties*	1	7	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	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	1	7	1	6	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	1	8	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	2	13	0	0	0	0	1	6	0	0	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	2	13	1	14	3	20	0	0	1	8	1	25
Harassment: Non-Sexual	5	33	3	43	4	27	5	28	3	23	2	50
Medical Examination	0	0	0	0	2	13	0	0	0	0	0	0
Pay including overtime	0	0	0	0	2	13	0	0	0	0	1	25
Promotion/Non-Selection	5	33	1	14	1	7	3	17	3	23	1	25
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	1	7	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	13	1	14	2	13	2	11	1	8	1	25
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	1	14	0	0	2	11	1	8	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	1	7	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	2	13	0	0	0	0	0	0	0	0	0	0
Training	2	13	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	5	28	4	31	0	0

Part 8 Finding of Discrimination by Issue (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	12		5		11		10		9		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	8	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	1	8	0	0	0	0	0	0	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	0	0	1	11	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	2	17	0	0	0	0	1	10	0	0	1	33
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	3	27	0	0	1	11	1	33
Harassment: Non-Sexual	3	25	3	60	4	36	1	10	1	11	1	33
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	2	18	0	0	0	0	1	33
Promotion/Non-Selection	5	42	1	20	1	9	3	30	3	33	1	33
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	1	8	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	17	1	20	1	9	1	10	1	11	1	33
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	1	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	0	0	0	0	0	0
Termination	0	0	0	0	1	9	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	2	17	0	0	0	0	0	0	0	0	0	0
Training	1	8	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	4	40	3	33	0	0

Part 8 Finding of Discrimination by Issue (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)
Findings Without Hearing	3		2		4		8		4		1	
Appointment/Hire	0	0	1	50	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	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	1	25	1	13	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	2	67	1	50	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	2	67	0	0	0	0	4	50	2	50	1	100
Medical Examination	0	0	0	0	2	50	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	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	25	1	13	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	2	25	1	25	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	0	0	0	0	0	0	0	0	0	0
Training	1	33	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	13	1	25	0	0

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	9791	1800	1897	1991	2138	2649
Total Complainants	8372	1663	1740	1830	1974	2402
Complaints Pending Investigation	62	31	35	24	25	298
ROI issued, pending Complainant's action	2	456	450	535	150	228
Complaints Pending in Hearing	963	974	1008	745	845	946
Complaints Pending Final Agency Action	442	559	656	1071	1095	1140
Complaints Pending Appeal with EEOC Office of Federal Operations	2	467	535	484	511	527

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 Frames	144	50	50	2	6	15