

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

United States Marshal Services:USM (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 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Number of Complaints Filed	23	31	42	44	36	9
Number of Complainants	21	28	41	40	36	9
Repeat Filers	2	2	1	4	0	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Race	6	11	12	18	12	4
Color	4	0	8	7	2	1
Religion	0	2	1	0	4	1
Reprisal	13	14	30	26	19	6
Sex	11	8	13	14	14	3
PDA	0	0	0	1	0	1
National Origin	4	2	3	7	9	1
Equal Pay Act	0	0	0	0	0	0
Age	7	4	9	4	10	2
Disability	7	10	10	16	9	6
Genetics	0	1	0	0	0	0
Non-EEO	4	3	4	2	0	1

Part 3 Complaints By Issue

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Appointment/Hire	2	0	0	1	1	1
Assignment of Duties*	1	1	0	0	0	0
Awards	0	0	0	0	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	2	2	1	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0
Disciplinary Action: Suspension	3	1	3	2	0	0
Disciplinary Action: Removal	0	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	1	2	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	1	0	1	3	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	10	15	29	26	17	2
Harassment: Sexual	0	2	2	4	3	0
Medical Examination	0	2	2	0	1	0
Pay including overtime	1	0	0	0	0	0
Promotion/Non-Selection	4	2	7	1	2	0
Reassignment: Denied/Directed	0	1	2	3	3	2
Reassignment: Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	1	3	2	3	5	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	3	2	6	8	6	2
Terms/Conditions of Employment*	1	3	0	0	0	0
Time and Attendance	0	0	1	0	1	0
Training	0	0	1	0	0	0
Other Terms/Conditions of Employment*	0	0	3	5	8	2

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Average days in Investigation for all cases pending during FY	170.13	194.46	175.52	189.81	203.1	245.33
Average days in Final Action for all cases pending during FY	112.27	144.27	222.68	365.36	34.67	35.50
Average days in Investigation with Hearing	258.8	258.27	180.31	201.43	199.88	248.50
Average days in Final Action with Hearing	40.2	34.5	149.45	172.6	34.67	35.50
Average Days in Investigation without Hearing	185.9	199.14	174.78	178.19	207.31	239.00
Average Days in Final Action without Hearing	148.3	276	106.6	431.13	0	0.00

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Total Complaints Dismissed by Agency	2	7	5	5	2	0
Average Days Pending Prior to Dismissal	418	152.25	182.6	142.6	116.5	0.00
Total Complaints Withdrawn by Complainants	4	4	2	4	4	0

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 03-31)	FY 2026 % (thru 03-31)
Total Number Findings	1		1		4		0		0		0	
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findigs With Hearing	1	100	1	100	4	100	0	0	0	0	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 03- 31)	FY 2026 % (thru 03- 31)
Total Number Findings	2		1		4		0		0		0	
Race	0	0.00	0	0.00	2	50.00	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	50.00	1	100.00	3	75.00	0	0.00	0	0.00	0	0.00
Sex	1	50.00	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	1	25.00	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 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 03-31)	FY 2026 % (thru 03-31)
Findings After Hearing	2		1		4		0		0		0	
Race	0	0.00	0	0.00	2	50.00	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	50.00	1	100.00	3	75.00	0	0.00	0	0.00	0	0.00
Sex	1	50.00	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	1	25.00	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 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 03-31)	FY 2026 % (thru 03-31)
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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)
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[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Total complaints from previous Fiscal Years	795	39	31	42	50	69
Total Complainants	621	32	27	38	45	63
Complaints Pending Investigation	2	2	1	0	0	14
ROI issued, pending Complainant's action	0	0	6	8	1	1
Complaints Pending in Hearing	33	25	8	16	22	23
Complaints Pending Final Agency Action	3	9	18	23	25	29
Complaints Pending Appeal with EEOC Office of Federal Operations	0	50	56	13	8	8

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	8