

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

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

For 2nd Quarter 2025 for period ending March 31, 2025

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	19	14	22	23	30	16
Number of Complainants	19	13	21	22	30	16
Repeat Filers	0	0	0	1	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	
Race	11	7	5	14	15	7
Color	3	0	2	10	5	2
Religion	0	0	3	0	1	0
Reprisal	11	5	7	14	16	6
Sex	10	5	12	11	12	7
PDA	0	0	1	0	0	1
National Origin	5	3	2	3	4	0
Equal Pay Act	0	0	1	0	0	0
Age	7	4	4	8	10	5
Disability	10	6	12	11	14	7
Genetics	0	0	2	0	0	0
Non-EEO	5	3	5	0	1	0

Part 3 Complaints By Issue	Comparative Data					
<div>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</div> <div>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</div> <div>The 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 for the current FY starting in FY2023.</div>	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
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
Reprimand**	0	0	0	0	0	0
Suspension	0	0	0	1	0	0
Removal	0	0	1	0	0	0
Other Disciplinary Actions**	0	0	1	0	0	0
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	9
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	2
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	3	2	2	2
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	0
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	2
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	135.86	152.78	188.94	182.85	180.25	216.45
Average number of days in final action	97.23	57.18	17.75	156.5	233.11	583.78
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	194.84	193.28	193.13	172.23	211.36	210.86
Average number of days in final action	74.33	33.5	17.67	88.43	212.2	329.60
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	120	148.5	185.4	208.5	133.75	281.67
Average number of days in final action	146	166	0	315.33	259.25	631.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	1	1	0	1	2	1
Average days pending prior to dismissal	64	65	0	55	131.5	158.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	1	2	1	1	2

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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
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

** are reported under Other Disciplinary Actions.

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Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	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
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	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												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	132	151	14	14	18	30
Total Complainants	105	119	10	11	16	30
Number complaints pending						
Investigation	0	0	0	0	0	5
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	13	8	12	3	9	15
Final Agency Action	3	3	6	11	9	11
Appeal with EEOC Office of Federal Operations	0	0	4	4	5	3

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 03-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0