

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

Department of Justice (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	735	609	656	718	727	648
Number of Complainants	723	572	621	698	701	627
Repeat Filers	11	20	19	17	23	19

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	328	261	254	291	284	243
Color	139	136	115	173	152	127
Religion	40	0	69	36	31	37
Reprisal	411	346	350	418	382	369
Sex	329	299	277	312	324	299
PDA	10	17	10	14	18	15
National Origin	95	74	70	83	91	77
Equal Pay Act	8	3	2	8	4	3
Age	184	141	132	176	176	138
Disability	203	176	184	194	204	207
Genetics	3	6	11	4	4	4
Non-EEO	68	67	58	64	54	20

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	28	11	9	23	29	17
Assignment of Duties*	115	95	0	0	0	0
Awards	16	8	4	17	13	5
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action: Demotion	3	1	4	4	3	5
Disciplinary Action: Reprimand**	16	15	0	0	0	0
Disciplinary Action: Suspension	25	26	22	23	24	22
Disciplinary Action: Removal	22	13	8	9	11	16
Disciplinary Action: Other Disciplinary Actions**	0	0	23	26	29	33
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	22	13	0	0	0	0
Perf. Eval./ Appraisal	126	98	67	79	81	64
Examination/Test	3	5	2	6	5	3
Harassment: Non-Sexual	340	268	281	325	337	311
Harassment: Sexual	31	29	36	31	45	28
Medical Examination	10	7	4	14	6	5
Pay including overtime	30	19	13	15	16	19
Promotion/Non-Selection	168	135	128	137	119	64
Reassignment: Denied/Directed	4	7	34	34	39	25
Reassignment: Directed	26	29	0	0	0	0
Reasonable Accommodation Disability	54	45	56	48	53	68
Reinstatement*	1	2	0	0	0	0
Religious Accommodation	7	10	22	4	1	0
Retirement*	4	3	0	0	0	0
Sex-Stereotyping	0	21	1	1	3	2
Telework	4	0	1	8	5	6
Termination	29	25	20	24	35	36
Terms/Conditions of Employment*	117	82	0	0	0	0
Time and Attendance	95	68	54	39	42	38
Training	22	7	4	14	12	5
Other Terms/Conditions of Employment*	0	0	174	194	181	188

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	220.53	166.58	164.28	197.57	213.82	220.30
Average days in Final Action for all cases pending during FY	214.16	185.02	206.81	283.5	372.73	35.96
Average days in Investigation with Hearing	233.42	208.94	183.8	199.74	220.79	218.92
Average days in Final Action with Hearing	84.18	82.5	65.77	73.67	110.28	35.68
Average Days in Investigation without Hearing	208.78	163.03	176.02	195.02	206.56	221.20
Average Days in Final Action without Hearing	345.29	329.82	471.57	569.17	698.86	84.75

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by Agency	30	27	32	22	28	30
Average Days Pending Prior to Dismissal	104.17	265.04	133.69	140.41	132.39	121.70
Total Complaints Withdrawn by Complainants	55	52	58	45	56	74

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	13		15		8		16		18		14	
Findings Without Hearing	6	46	3	20	2	25	4	25	8	44	4	29
Findigs With Hearing	7	54	12	80	6	75	12	75	10	56	10	71

Part 7 Finding of Discrimination by Basis												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Total Number Findings	12		20		8		16		18		14	
Race	5	41.67	4	20.00	2	25.00	3	18.75	4	22.22	5	35.71
Color	2	16.67	1	5.00	0	0.00	1	6.25	2	11.11	3	21.43
Religion	0	0.00	0	0.00	1	12.50	0	0.00	2	11.11	1	7.14
Reprisal	5	41.67	7	35.00	5	62.50	7	43.75	8	44.44	5	35.71
Sex	7	58.33	5	25.00	4	50.00	6	37.50	4	22.22	4	28.57
PDA	0	0.00	1	5.00	1	12.50	0	0.00	1	5.56	0	0.00
National Origin	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00	1	7.14
Equal Pay Act	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00
Age	2	16.67	1	5.00	2	25.00	1	6.25	2	11.11	2	14.29
Disability	2	16.67	1	5.00	2	25.00	4	25.00	7	38.89	3	21.43
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	2	14.29

[illegible]

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Findings After Hearing	7		15		6		12		10		10	
Race	4	57.14	3	20.00	2	33.33	3	25.00	4	40.00	4	40.00
Color	2	28.57	1	6.67	0	0.00	1	8.33	2	20.00	3	30.00
Religion	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
Reprisal	5	71.43	5	33.33	4	66.67	6	50.00	4	40.00	3	30.00
Sex	4	57.14	3	20.00	3	50.00	6	50.00	3	30.00	4	40.00
PDA	0	0.00	1	6.67	1	16.67	0	0.00	0	0.00	0	0.00
National Origin	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	1	10.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00
Age	2	28.57	1	6.67	2	33.33	1	8.33	1	10.00	2	20.00
Disability	0	0.00	1	6.67	2	33.33	1	8.33	4	40.00	2	20.00
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	2	20.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Finding Without Hearing	5		5		2		4		8		4	
Race	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	1	25.00
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	2	25.00	1	25.00
Reprisal	0	0.00	2	40.00	1	50.00	1	25.00	4	50.00	2	50.00
Sex	3	60.00	2	40.00	1	50.00	0	0.00	1	12.50	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50	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	1	12.50	0	0.00
Disability	2	40.00	0	0.00	0	0.00	3	75.00	3	37.50	1	25.00
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

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	0		15		7		15		18		13	
Appointment/Hire	0	0	0	0	1	14	0	0	0	0	0	0
Assignment of Duties*	1	100	1	7	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	0	0	1	7	1	6	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	1	8
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	2	13	0	0	0	0	1	6	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	3	300	2	13	1	14	3	20	0	0	1	8
Harassment: Non-Sexual	3	300	5	33	3	43	4	27	5	28	3	23
Medical Examination	0	0	0	0	0	0	2	13	0	0	0	0
Pay including overtime	0	0	0	0	0	0	2	13	0	0	0	0
Promotion/Non-Selection	3	300	5	33	1	14	1	7	3	17	3	23
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	1	7	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	200	2	13	1	14	2	13	2	11	1	8
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	14	0	0	2	11	1	8
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	1	100	0	0	0	0	1	7	0	0	0	0
Terms/Conditions of Employment*	1	100	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	2	13	0	0	0	0	0	0	0	0
Training	0	0	2	13	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	5	28	4	31

Part 8 Finding of Discrimination by Issue (with Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Findings After Hearing	7		12		5		11		10		9	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	14	1	8	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	1	8	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	0	0	1	11
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	2	17	0	0	0	0	1	10	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	1	14	0	0	0	0	3	27	0	0	1	11
Harassment: Non-Sexual	2	29	3	25	3	60	4	36	1	10	1	11
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	2	18	0	0	0	0
Promotion/Non-Selection	2	29	5	42	1	20	1	9	3	30	3	33
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	1	8	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	17	1	20	1	9	1	10	1	11
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	20	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	1	14	0	0	0	0	1	9	0	0	0	0
Terms/Conditions of Employment*	1	14	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	2	17	0	0	0	0	0	0	0	0
Training	0	0	1	8	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	4	40	3	33

Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
Findings Without Hearing	5		3		2		4		8		4	
Appointment/Hire	0	0	0	0	1	50	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	0	0	1	25	1	13	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	40	2	67	1	50	0	0	0	0	0	0
Harassment: Non-Sexual	1	20	2	67	0	0	0	0	4	50	2	50
Medical Examination	0	0	0	0	0	0	2	50	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	20	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	2	40	0	0	0	0	1	25	1	13	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	2	25	1	25
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	1	33	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	13	1	25

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	1437	9791	1800	1897	1991	2138
Total Complainants	1369	8372	1663	1740	1830	1974
Complaints Pending Investigation	51	62	31	35	24	25
ROI issued, pending Complainant's action	4	2	456	450	535	150
Complaints Pending in Hearing	970	963	974	1008	745	845
Complaints Pending Final Agency Action	290	442	559	656	1071	1095
Complaints Pending Appeal with EEOC Office of Federal Operations	430	2	467	535	484	511

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	64	144	50	50	2	6