

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

United States Marshal Services:USM (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	35	23	31	42	44	36
Number of Complainants	34	21	28	41	40	36
Repeat Filers	1	2	2	1	4	0

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	10	6	11	12	18	12
Color	4	4	0	8	7	2
Religion	0	0	2	1	0	4
Reprisal	16	13	14	30	26	19
Sex	5	11	8	13	14	14
PDA	1	0	0	0	1	0
National Origin	6	4	2	3	7	9
Equal Pay Act	0	0	0	0	0	0
Age	10	7	4	9	4	10
Disability	5	7	10	10	16	9
Genetics	0	0	1	0	0	0
Non-EEO	1	4	3	4	2	0

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	1	2	0	0	1	1
Assignment of Duties*	5	1	1	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	2	2	1
Disciplinary Action: Reprimand**	0	0	0	0	0	0
Disciplinary Action: Suspension	2	3	1	3	2	0
Disciplinary Action: Removal	1	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	1	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	2	1	0	1	3
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	15	10	15	29	26	17
Harassment: Sexual	0	0	2	2	4	3
Medical Examination	0	0	2	2	0	1
Pay including overtime	5	1	0	0	0	0
Promotion/Non-Selection	7	4	2	7	1	2
Reassignment: Denied/Directed	0	0	1	2	3	3
Reassignment: Directed	2	0	0	0	0	0
Reasonable Accommodation Disability	1	1	3	2	3	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	2	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	3	2	6	8	6
Terms/Conditions of Employment*	5	1	3	0	0	0
Time and Attendance	0	0	0	1	0	1
Training	5	0	0	1	0	0
Other Terms/Conditions of Employment*	0	0	0	3	5	8

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	192.81	170.13	194.46	175.52	189.81	203.10
Average days in Final Action for all cases pending during FY	143.19	112.27	144.27	222.68	365.36	34.67
Average days in Investigation with Hearing	193.41	258.8	258.27	180.31	201.43	199.88
Average days in Final Action with Hearing	69.09	40.2	34.5	149.45	172.6	34.67
Average Days in Investigation without Hearing	193.11	185.9	199.14	174.78	178.19	207.31
Average Days in Final Action without Hearing	263.62	148.3	276	106.6	431.13	0.00

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	3	2	7	5	5	2
Average Days Pending Prior to Dismissal	166	418	152.25	182.6	142.6	116.50
Total Complaints Withdrawn by Complainants	6	4	4	2	4	4

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	3		1		1		4		0		0	
Findings Without Hearing	1	33	0	0	0	0	0	0	0	0	0	0
Findigs With Hearing	2	67	1	100	1	100	4	100	0	0	0	0

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	3		2		1		4		0		0	
Race	0	0.00	0	0.00	0	0.00	2	50.00	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	33.33	1	50.00	1	100.00	3	75.00	0	0.00	0	0.00
Sex	1	33.33	1	50.00	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	1	25.00	0	0.00	0	0.00
Age	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	1	33.33	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 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	2		2		1		4		0		0	
Race	0	0.00	0	0.00	0	0.00	2	50.00	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	50.00	1	100.00	3	75.00	0	0.00	0	0.00
Sex	1	50.00	1	50.00	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	1	25.00	0	0.00	0	0.00
Age	1	50.00	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 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	1		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	1	100.00	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)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

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	35	795	39	31	42	50
Total Complainants	29	621	32	27	38	45
Complaints Pending Investigation	1	2	2	1	0	0
ROI issued, pending Complainant's action	0	0	0	6	8	1
Complaints Pending in Hearing	24	33	25	8	16	22
Complaints Pending Final Agency Action	7	3	9	18	23	25
Complaints Pending Appeal with EEOC Office of Federal Operations	44	0	50	56	13	8

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	0	0	1	0	0	0