

U.S. Department of State
Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:

For 3rd Quarter 2025 – period ending June 30, 2025

Table 1: Complaint Activity - Previous Fiscal Year Comparative Data

Complaint Activity	2020	2021	2022	2023	2024	2025 Thru 6-30
Number of Complaints Filed	130	121	169	223	219	145
Number of Complainants	130	121	169	217	216	143
Repeat Filers	0	0	0	6	3	2

Table 2: Complaints by Basis - Previous Fiscal Year Comparative Data

***Note:** Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

Complaints by Basis	2020	2021	2022	2023	2024	2025 Thru 6-30
Race	39	29	38	74	73	41
Color	18	5	23	30	29	17
Religion	4	4	34	13	13	12
Reprisal	61	62	82	82	111	81
Sex	48	39	67	77	93	45
PDA	1	4	3	3	2	7

Complaints by Basis	2020	2021	2022	2023	2024	2025 Thru 6-30
National Origin	17	19	22	24	42	16
Equal Pay Act	0	0	0	0	0	0
Age	25	26	36	66	49	22
Disability	47	52	59	98	96	73
Genetics	2	1	4	0	2	2
Non-EEO	6	5	12	6	7	3

Table 3: Complaints by Issue - Previous Fiscal Year Comparative Data

***Note:** Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*

Complaints by Issue	2020	2021	2022	2023	2024	2025 Thru 6-30
Appointment/Hire	10	9	13	15	12	5
Awards	3	4	5	4	4	4
Disciplinary Action - Demotion	0	1	0	2	3	0
Disciplinary Action - Suspension	2	2	5	1	4	3
Disciplinary Action - Removal	1	1	1	1	1	2
Other Disciplinary Action	7	12	20	17	22	11
Perf. Eval/Appraisal	16	17	24	28	28	13
Examination/Test	1	0	3	0	1	0
Harassment - Discriminatory	62	56	74	97	119	86

Complaints by Issue	2020	2021	2022	2023	2024	2025 Thru 6-30
Harassment - Sexual	3	0	1	5	0	2
Medical Examination	4	1	1	2	2	3
Pay Including Overtime	6	0	5	3	10	1
Promotion/Non-Selection	26	26	22	28	28	8
Reassignment	13	10	6	12	13	8
Reasonable Accommodation Disability	8	11	9	21	23	30
Religious Accommodation	0	0	1	2	2	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	9	1	3	9	8	3
Termination	4	12	19	17	26	30
Time and Attendance	10	4	8	4	14	11
Training	2	5	2	4	11	2
Other Terms/Conditions of Employment	31	33	60	82	60	34

Processing Time - Previous Fiscal Year Comparative Data

Table 4: Complaints Pending During Fiscal Year

Processing Time	2020	2021	2022	2023	2024	2025 Thru 6-30
Average number of days in investigation	248.85	255.86	229.89	239.64	279.50	307.19
Average number of days in final action	54.36	57.09	53.45	50.18	65.62	83.31

Table 5: Complaints Pending During Fiscal Year Where Hearing was Requested

Processing Time	2020	2021	2022	2023	2024	2025 Thru 6-30
Average number of days in investigation	260.36	274.94	227.78	232.38	283.00	310.73
Average number of days in final action	43.23	65.66	38.47	36.86	21.67	40.86

Table 6: Complaints Pending During Fiscal Year Where Hearing was Not Requested

Processing Time	2020	2021	2022	2023	2024	2025 Thru 6-30
Average number of days in investigation	238.80	237.71	231.51	245.05	280.85	300.31
Average number of days in final action	60.96	51.24	68.42	55.35	74.40	92.54

Table 7: Complaints Dismissed by Agency - Previous Fiscal Year Comparative Data

Complaints Dismissed by Agency	2020	2021	2022	2023	2024	2025 Thru 6-30
Total Complaints Dismissed by Agency	21	25	30	32	41	41
Average days pending prior to dismissal	61.82	65.48	57	87.34	141.98	116.51

Table 8: Complaints Withdrawn by Complainants - Previous Fiscal Year Comparative Data

Complaints Withdrawn by Complainants	2020	2021	2022	2023	2024	2025 Thru 6-30
Total Complaints Withdrawn by Complainants	22	14	13	21	20	20

Table 9: Total Final Agency Actions Finding Discrimination – Previous FY Comparative Data

Total Final Agency Actions Finding Discrimination	2020 Findings/Percent	2021 Findings/Percent	2022 Findings/Percent	2023 Findings/Percent	2024 Findings/Percent	2025 Thru 6-30 Findings/Percent
Total Number Findings	3 (100%)	0 (NA)	2 (100%)	3 (100%)	1 (100%)	1 (100%)
Without Hearing	3 (100%)	0 (NA)	2 (100%)	1 (33%)	1 (100%)	1 (100%)
With Hearing	0 (0%)	0 (NA)	0 (0%)	2 (67%)	0 (0%)	0 (0%)

Table 10: Total Number Findings of Discrimination Rendered by Basis

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Findings of Discrimination Rendered by Basis	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Total Number Findings	3 (100%)	0 (NA)	2 (100%)	3 (100%)	1 (100%)	1 (100%)
Race	0 (0%)	0 (0%)	0 (0%)	1 (33%)	0 (0%)	0 (0%)
Color	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Religion	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Reprisal	1 (33%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)	1 (100%)
Sex	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
PDA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
National Origin	1 (33%)	0 (0%)	0 (0%)	1 (33%)	0 (0%)	0 (0%)
Equal Pay Act	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Age	0 (0%)	0 (0%)	0 (0%)	1 (33%)	0 (0%)	0 (0%)
Disability	0 (0%)	0 (0%)	1 (50%)	1 (33%)	1 (100%)	0 (0%)
Genetics	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Non-EEO	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Table 11: Findings After Hearing of Discrimination Rendered by Basis

Findings of Discrimination Rendered by Basis	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Findings After Hearing	0 (NA)	0 (NA)	0 (NA)	2 (100%)	0 (NA)	0 (NA)
Race	0 (0%)	0 (0%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)
Color	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Religion	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Reprisal	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Sex	0 (0%)	0 (0%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)
PDA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
National Origin	0 (0%)	0 (0%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)
Equal Pay Act	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Age	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Disability	0 (0%)	0 (0%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)
Genetics	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Non-EEO	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Table 12: Findings Without Hearing of Discrimination Rendered by Basis

Findings of Discrimination Rendered by Basis	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Findings Without Hearing	3 (100%)	0 (NA)	2 (100%)	1 (100%)	1 (100%)	1 (100%)
Race	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Color	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Religion	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Reprisal	1 (33%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)	1 (100%)
Sex	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
PDA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
National Origin	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Equal Pay Act	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Age	0 (0%)	0 (0%)	0 (0%)	1 (100%)	0 (0%)	0 (0%)
Disability	0 (0%)	0 (0%)	1 (50%)	0 (0%)	1 (100%)	0 (0%)
Genetics	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Non-EEO	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Table 13: Findings of Discrimination Rendered by Issue - Previous FY Comparative Data

Findings of Discrimination Rendered by Issue	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Total Number Findings	3 (100%)	0 (NA)	2 (100%)	3 (100%)	1 (100%)	1 (100%)
Appointment/Hire	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%)
Disciplinary Action: Demotion	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%)	0 (0%)	0 (0%)	0 (0%)
Other Disciplinary Action	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Perf. Eval./ Appraisal	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Examination/Test	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Assessment: Discriminatory	1 (33%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)
Assessment: 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%)	2 (67%)	0 (0%)	0 (0%)
Reassignment Denied/Directed	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Findings of Discrimination Rendered by Issue	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Reasonable Accommodation Disability	0 (0%)	0 (0%)	1 (50%)	1 (33%)	1 (100%)	0 (0%)
Religious Accommodation	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%)
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	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (100%)

Table 14: Findings After Hearing of Discrimination Rendered by Issue

Findings of Discrimination Rendered by Issue	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Findings After Hearing	0 (NA)	0 (NA)	0 (NA)	2 (100%)	0 (NA)	0 (NA)
Appointment/Hire	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%)
Disciplinary Action: Demotion	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Findings of Discrimination Rendered by Issue	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Disciplinary Action: Suspension	0 (0%)	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 Action	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: Discriminatory	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%)
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%)	1 (50%)	0 (0%)	0 (0%)
Reassignment Denied/Directed	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Reasonable Accommodation Disability	0 (0%)	0 (0%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)
Religious Accommodation	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%)

Findings of Discrimination Rendered by Issue	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
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%)

Table 15: Findings Without Hearing of Discrimination Rendered by Issue

Findings of Discrimination Rendered by Issue	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Findings Without Hearing	3 (100%)	0 (NA)	2 (100%)	1 (100%)	1 (100%)	1 (100%)
Appointment/Hire	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%)
Disciplinary Action: Demotion	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%)	0 (0%)	0 (0%)	0 (0%)
Other Disciplinary Action	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Perf. Eval./ Appraisal	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Examination/Test	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Findings of Discrimination Rendered by Issue	2020 Findings/ Percentage	2021 Findings/ Percentage	2022 Findings/ Percentage	2023 Findings/ Percentage	2024 Findings/ Percentage	2025 Thru 6-30 Findings/Percentage
Harassment: Discriminatory	1 (33%)	0 (0%)	1 (50%)	0 (0%)	0 (0%)	0 (0%)
Harassment: 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%)	1 (100%)	0 (0%)	0 (0%)
Reassignment Denied/Directed	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Reasonable Accommodation Disability	0 (0%)	0 (0%)	1 (50%)	0 (0%)	1 (100%)	0 (0%)
Religious Accommodation	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%)
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	1 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (100%)

Table 16: Total Pending Complaints from Previous Fiscal Years by Status – Comparative Data

Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 Thru 6-30
Total complaints from previous Fiscal Years	131	102	55	53	58	122
Total Complainants	124	98	54	53	57	120

Table 17: Number Complaints Pending by Status

Number Complaints Pending by Status	2020	2021	2022	2023	2024	2025 Thru 6-30
Investigation	8	3	2	9	11	17
ROI issued, pending Complainant's action	2	0	0	2	6	26
Hearing	100	96	47	33	27	55
Final Agency Action	21	3	6	9	14	45
Appeal with EEOC Office of Federal Operations	16	19	15	26	68	70

Table18: Complaint Investigations

Number Complaints Pending by Status	2020	2021	2022	2023	2024	2025 Thru 6-30
Pending Complaints Where Investigations Exceed Required Time Frames	9	7	3	7	30	14