

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174^{1, 2}

| Complaint Activity | Comparative Data Previous Fiscal Year Data | | | | | 2025 through 9/30/25 |
|---|---|------|------|------|------|----------------------------|
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Number of Complaints Filed ² | 8 | 7 | 5 | 5 | 11 | 9 |
| Number of Complainants | 8 | 7 | 5 | 5 | 10 | 9 |
| Repeat Filers | 0 | 0 | 0 | 0 | 1 | 0 |

| Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | Comparative Data Previous Fiscal Year Data | | | | | 2025 through 9/30/25 |
|---|---|------|------|------|------|----------------------------|
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Race | 4 | 0 | 1 | 2 | 3 | 1 |
| Color | 3 | 1 | 0 | 0 | 0 | 1 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 5 | 6 | 4 | 4 | 7 | 4 |
| Sex | 3 | 5 | 2 | 0 | 5 | 3 |
| National Origin | 2 | 1 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 2 | 1 | 1 | 1 | 1 | 3 |
| Disability | 2 | 2 | 3 | 4 | 7 | 6 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 2 | 0 | 0 | 0 |

| Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | Comparative Data Previous Fiscal Year Data | | | | | 2025 through 9/30/25 |
|--|---|------|------|------|------|-------------------------------------|
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 1 |
| Assignment of Duties | 1 | 1 | 2 | 1 | 3 | 1 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 1 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 1 | 0 | 1 | 1 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 5 | 4 | 3 | 0 | 3 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 7 | 5 | 4 | 3 | 6 | 6 |
| Sexual | 0 | 4 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 1 | 1 | 0 |
| Pay (Including Overtime) | 1 | 0 | 0 | 1 | 1 | 0 |
| Promotion/Non-Selection | 1 | 2 | 1 | 1 | 2 | 1 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 1 | 1 | 0 | 0 |
| Directed | 1 | 0 | 0 | 0 | 0 | 0 |

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|--------------------------------|---|---|---|---|---|---|
| Reasonable Accommodation | 0 | 2 | 2 | 2 | 5 | 3 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 2 | 1 | 0 | 1 | 1 | 0 |
| Terms/Conditions of Employment | 6 | 6 | 0 | 1 | 2 | 0 |
| Time and Attendance | 4 | 1 | 1 | 2 | 2 | 1 |
| Training | 0 | 1 | 0 | 0 | 1 | 0 |
| Other | 0 | 0 | 0 | 1 | 0 | 0 |

| Processing Time | Comparative Data Previous Fiscal Year Data | | | | | 2025 through 9/30/25 |
|---|---|--------|--------|--------|-------|----------------------------|
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Complaints pending (for any length of time) during fiscal year | | | | | | |
| Average number of days in investigation stage ³ | 301.75 | 261 | 311.40 | 223.33 | 231.6 | 187.33 |
| Average number of days in final action stage ⁴ | 190.83 | 210.67 | 64.40 | 86 | 83 | 78.80 |
| Complaints pending (for any length of time) during fiscal year where hearing was requested⁵ | | | | | | |
| Average number of days in investigation stage | | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| Average number of days in final action stage | | | | | | |
| Complaints pending (for any length of time) during fiscal year where hearing was not requested⁵ | | | | | | |
| Average number of days in investigation stage | | | | | | |
| Average number of days in final action stage | | | | | | |

| Complaints Dismissed by Agency | Comparative Data Previous Fiscal Year Data | | | | | 2025 through 9/30/25 |
|---|---|------|------|------|------|----------------------------|
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Total Complaints Dismissed by Agency | 2 | 1 | 1 | 0 | 4 | 3 |
| Average days pending prior to dismissal | 205.5 | 724 | 227 | 0 | 204 | 31.33 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 1 | 4 | 3 | 0 | 0 | 0 |

| Total Final Actions Finding Discrimination ⁶ | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2025 through 9/30/25 | |
|---|---|---|------|---|------|---|------|---|------|---|----------------------------|---|
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |

| | | | | | | | | | | | | |
|------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Without Hearing ⁵ | | | | | | | | | | | | |
| With Hearing ⁵ | | | | | | | | | | | | |

| Findings of Discrimination Rendered by Basis | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2025 through 9/30/25 | |
|---|---|---|------|---|------|---|------|---|------|---|----------------------|---|
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | | | | | | | | | | | | |
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race | | | | | | | | | | | | |
| Color | | | | | | | | | | | | |
| Religion | | | | | | | | | | | | |
| Reprisal | | | | | | | | | | | | |
| Sex | | | | | | | | | | | | |
| National Origin | | | | | | | | | | | | |
| Equal Pay Act | | | | | | | | | | | | |
| Age | | | | | | | | | | | | |
| Disability | | | | | | | | | | | | |
| Genetic Information | | | | | | | | | | | | |
| Non-EEO | | | | | | | | | | | | |
| Findings After Hearing ⁵ | | | | | | | | | | | | |
| Race | | | | | | | | | | | | |

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|---|--|--|--|--|--|--|--|--|--|--|--|--|
| Color | | | | | | | | | | | | |
| Religion | | | | | | | | | | | | |
| Reprisal | | | | | | | | | | | | |
| Sex | | | | | | | | | | | | |
| National Origin | | | | | | | | | | | | |
| Equal Pay Act | | | | | | | | | | | | |
| Age | | | | | | | | | | | | |
| Disability | | | | | | | | | | | | |
| Genetic Information | | | | | | | | | | | | |
| Non-EEO | | | | | | | | | | | | |
| Findings Without Hearing⁵ | | | | | | | | | | | | |
| Race | | | | | | | | | | | | |
| Color | | | | | | | | | | | | |
| Religion | | | | | | | | | | | | |
| Reprisal | | | | | | | | | | | | |
| Sex | | | | | | | | | | | | |
| National Origin | | | | | | | | | | | | |
| Equal Pay Act | | | | | | | | | | | | |
| Age | | | | | | | | | | | | |
| Disability | | | | | | | | | | | | |
| Genetic Information | | | | | | | | | | | | |
| Non-EEO | | | | | | | | | | | | |

| Findings of Discrimination Rendered by Issue | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2025 through 9/30/25 | |
|---|---|---|------|---|------|---|------|---|------|---|----------------------------|---|
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Appointment/Hire | | | | | | | | | | | | |
| Assignment of Duties | | | | | | | | | | | | |
| Awards | | | | | | | | | | | | |
| Conversion to Full-time | | | | | | | | | | | | |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | | | | | | | | | | | | |
| Reprimand | | | | | | | | | | | | |
| Suspension | | | | | | | | | | | | |
| Removal | | | | | | | | | | | | |
| Other | | | | | | | | | | | | |
| Duty Hours | | | | | | | | | | | | |
| Evaluation Appraisal | | | | | | | | | | | | |
| Examination/Test | | | | | | | | | | | | |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | | | | | | | | | | | | |
| Sexual | | | | | | | | | | | | |
| Medical Examination | | | | | | | | | | | | |
| Pay (Including Overtime) | | | | | | | | | | | | |
| Promotion/Non-Selection | | | | | | | | | | | | |
| Reassignment | | | | | | | | | | | | |

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| Denied | | | | | | | | | | | | |
| Directed | | | | | | | | | | | | |
| Reasonable Accommodation | | | | | | | | | | | | |
| Reinstatement | | | | | | | | | | | | |
| Retirement | | | | | | | | | | | | |
| Termination | | | | | | | | | | | | |
| Terms/Conditions of Employment | | | | | | | | | | | | |
| Time and Attendance | | | | | | | | | | | | |
| Training | | | | | | | | | | | | |
| Other | | | | | | | | | | | | |
| Findings After Hearing⁵ | | | | | | | | | | | | |
| Appointment/Hire | | | | | | | | | | | | |
| Assignment of Duties | | | | | | | | | | | | |
| Awards | | | | | | | | | | | | |
| Conversion to Full-time | | | | | | | | | | | | |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | | | | | | | | | | | | |
| Reprimand | | | | | | | | | | | | |
| Suspension | | | | | | | | | | | | |
| Removal | | | | | | | | | | | | |
| Other | | | | | | | | | | | | |
| Duty Hours | | | | | | | | | | | | |
| Evaluation Appraisal | | | | | | | | | | | | |
| Examination/Test | | | | | | | | | | | | |
| Harassment | | | | | | | | | | | | |

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| Non-Sexual | | | | | | | | | | | | |
| Sexual | | | | | | | | | | | | |
| Medical Examination | | | | | | | | | | | | |
| Pay (Including Overtime) | | | | | | | | | | | | |
| Promotion/Non-Selection | | | | | | | | | | | | |
| Reassignment | | | | | | | | | | | | |
| Denied | | | | | | | | | | | | |
| Directed | | | | | | | | | | | | |
| Reasonable Accommodation | | | | | | | | | | | | |
| Reinstatement | | | | | | | | | | | | |
| Retirement | | | | | | | | | | | | |
| Termination | | | | | | | | | | | | |
| Terms/Conditions of Employment | | | | | | | | | | | | |
| Time and Attendance | | | | | | | | | | | | |
| Training | | | | | | | | | | | | |
| Other | | | | | | | | | | | | |
| Findings Without Hearing⁵ | | | | | | | | | | | | |
| Appointment/Hire | | | | | | | | | | | | |
| Assignment of Duties | | | | | | | | | | | | |
| Awards | | | | | | | | | | | | |
| Conversion to Full-time | | | | | | | | | | | | |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | | | | | | | | | | | | |
| Reprimand | | | | | | | | | | | | |
| Suspension | | | | | | | | | | | | |

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| Removal | | | | | | | | | | | | |
| Other | | | | | | | | | | | | |
| Duty Hours | | | | | | | | | | | | |
| Evaluation Appraisal | | | | | | | | | | | | |
| Examination/Test | | | | | | | | | | | | |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | | | | | | | | | | | | |
| Sexual | | | | | | | | | | | | |
| Medical Examination | | | | | | | | | | | | |
| Pay (Including Overtime) | | | | | | | | | | | | |
| Promotion/Non-Selection | | | | | | | | | | | | |
| Reassignment | | | | | | | | | | | | |
| Denied | | | | | | | | | | | | |
| Directed | | | | | | | | | | | | |
| Reasonable Accommodation | | | | | | | | | | | | |
| Reinstatement | | | | | | | | | | | | |
| Retirement | | | | | | | | | | | | |
| Termination | | | | | | | | | | | | |
| Terms/Conditions of Employment | | | | | | | | | | | | |
| Time and Attendance | | | | | | | | | | | | |
| Training | | | | | | | | | | | | |
| Other | | | | | | | | | | | | |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data Previous Fiscal Year Data | | | | | 2025 through 9/30/25 |
|---|--|------|------|------|------|----------------------|
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Total complaints from previous Fiscal Years | 5 | 9 | 4 | 2 | 4 | 0 |
| Total Complainants | 5 | 9 | 4 | 2 | 4 | 0 |
| Number complaints pending | | | | | | |
| Investigation ² | 1 | 0 | 0 | 0 | 0 | 0 |
| Hearing ⁴ | | | | | | |
| Final Action ³ | 1 | 1 | 0 | 0 | 1 | 0 |
| Appeal with EEOC Office of Federal Operations ⁷ | | | | | | |

| Complaint Investigations | Comparative Data Previous Fiscal Year Data | | | | | 2025 through 9/30/25 |
|--|--|------|------|------|------|----------------------|
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Pending Completion Where Investigation Exceeds Required Time Frames ⁸ | | | | | | |

¹ The No FEAR Act requires that federal agencies post certain summary statistical data within 30 days after the end of each fiscal quarter. The fourth quarter of fiscal year 2025 ended on September 30, 2025. GAO was closed due to the government shutdown from October 1, 2025, through November 12, 2025.

² Most federal agencies are covered by the federal sector EEO complaint process. 29 C.F.R. Part 1614. In that process, complainants can request a hearing from an EEOC Administrative Judge and appeal agency final action to EEOC's Office of Federal Operations, among other things. 29 C.F.R. §§ 1614.109, 1614.401. GAO is specifically excluded from that process. 29 C.F.R. § 1614.103(d)(2) ("This part does not apply to: ... (2) Employees of the General Accounting Office.") GAO instead operates under the EEO complaint process in GAO Order 2713.2, *Discrimination Complaint Resolution Process*.

³ In addition, one individual filed a class action complaint on June 23, 2025, alleging discrimination in hiring on the basis of age. GAO rejected the complaint without prejudice on June 25, 2025, for failure to meet the class action filing requirements under GAO Order 2713.2.

⁴ For our purposes here, an “investigation” commences when a complainant or a representative file a complaint and ceases when GAO transmits the investigative file to a complainant or a representative.

⁵ For our purposes here, “final action” commences when GAO transmits the investigative file to a complainant or a representative and ceases when GAO issues a final decision or the matter is otherwise resolved.

⁶ *See supra* note 1. Under GAO Order 2713.2, unless the matter is resolved or an individual complainant seeks relief from GAO’s Personnel Appeals Board (PAB) or a federal district court, the complainant will receive a final decision within 90 days of receiving a copy of the investigative file.

⁷ For our purposes here, “final action by an agency involving a finding of discrimination” means a final decision with a finding of discrimination.

⁸ *See supra* note 1. Under GAO Order 2713.2, complainants may seek relief, after the receipt of a dismissal or final decision or after certain timeframes have passed, from the PAB or a federal district court.

⁹ GAO is not covered by the investigation timeframes in 29 C.F.R. § 1614.106(e)(2). However, GAO Order 2713.2 provides that GAO endeavors to complete an investigation within 180 days of the filing date of an individual complaint. If a complaint is amended, GAO endeavors to complete the investigation within the earlier of 180 days after the last amendment to the complaint or 360 days after the filing of the original complaint.