

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

U.S. Fish and Wildlife Service:FWS (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	24	24	33	30	29	10
Number of Complainants	24	24	33	30	26	10
Repeat Filers	0	0	0	0	3	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	8	8	7	8	5	1
Color	0	2	5	2	4	0
Religion	0	1	3	3	2	0
Reprisal	9	17	17	16	23	6
Sex	10	13	12	7	9	4
PDA	0	0	0	0	2	0
National Origin	0	2	2	3	8	0
Equal Pay Act	1	0	0	0	0	0
Age	8	3	7	8	10	3
Disability	11	9	11	11	13	8
Genetics	0	0	1	0	1	0
Non-EEO	0	1	0	0	1	1

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	4	1	1	3	1	0
Assignment of Duties*	1	4	4	0	0	0
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	2	2	0	0	0	0
Suspension	1	6	4	0	2	0
Removal	1	0	0	0	0	1
Other Disciplinary Actions**	1	0	0	3	4	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	2	0	0	0
Perf. Eval./ Appraisal	1	2	0	2	2	1
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	14	14	17	22	23	4
Sexual	0	0	1	0	0	0
Medical Examination	1	0	0	0	0	1
Pay including overtime	0	0	2	0	2	1
Promotion/Non-Selection	2	2	9	6	4	2
Reassignment						
Reassignment: Denied/Directed	0	0	0	0	3	2
Directed	1	0	0	0	0	0
Reasonable Accommodation Disability	1	4	5	5	6	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	0	0
Termination	1	1	2	2	6	1
Terms/Conditions of Employment*	3	3	2	0	0	0
Time and Attendance	0	0	0	2	4	0
Training	1	0	2	5	1	0
Other Terms/Conditions of Employment*	0	0	0	9	8	1
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

Findings Without Hearing	0		0		0		0		1		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	1	100	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 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	14	10	9	23	18	34
Total Complainants	14	10	9	21	18	28
Number complaints pending						
Investigation	0	0	0	0	0	10
ROI issued, pending Complainant's action	0	0	0	6	0	1
Hearing	12	10	8	14	9	10
Final Agency Action	2	0	0	9	9	11
Appeal with EEOC Office of Federal Operations	2	3	7	4	9	12

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0