

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Agency: DoD (Includes Sub-Level Offices)
Reporting Period: 3rd Quarter 2026 (ending June 30, 2026)

General 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

Table 1: Overall Complaint Activity						
Complaint Activity	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
	---	---	---	---	---	---
Number of Complaints Filed	360	757	1027	1410	0	0
Number of Complainants	136	267	673	0	0	0
Repeat Filers	5	8	0	0	0	0

Part 2: Complaints by Basis

Table 2: Complaints by Basis Category						
Complaint Category	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
	---	---	---	---	---	---
Race	218	360	1100	2100	0	0

Color	50	329	1130	450	0	0	
Religion	63	71	230	570	0	0	
Reprisal	238	920	430	260	0	0	
Sex	67	530	1020	0	0	0	
PDA	22	40	0	123	0	0	
National Origin	190	106	0	40	0	0	
Equal Pay Act	410	200	0	10	0	0	
Age	34	200	0	0	0	0	
Disability	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	

Part 3: Complaints By Issue

Table 3: Complaints by Issue Category

Issue	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)	
:---	:---	:---	:---	:---	:---	:---	
Appointment/Hire	40	10	30	0	0	0	
Assignment of Duties*	0	0	0	0	0	0	
Awards	0	12	30	0	0	0	
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	
Disciplinary Action: Demotion	0	0	10	0	0	0	
Disciplinary Action: Reprimand**	0	0	0	0	0	0	
Disciplinary Action: Suspension	2	14	0	20	0	0	
Disciplinary Action: Removal	20	10	0	50	0	0	
Disciplinary Action: Other 2**	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	21	0	18	0	9	
Harassment: Non-Sexual	0	54	116	50	73	0	
Harassment: Sexual	0	18	14	0	50	0	
Promotion/Non-Selection	0	0	51	60	40	0	
Reassignment: Denied/Directed	0	0	13	20	30	0	
Reasonable Accommodation Disability	50	13	30	0	0	0	
Time and Attendance	0	0	10	14	0	10	
Training	0	15	70	20	0	0	
Other Terms/Conditions of Employment*	0	42	26	40	30	0	

(Note: Zeros have been added where fields were left blank or implied zero for layout consistency)

Part 4: Processing Time (Complaints Pending During FY)

Table 4: Processing Times

Processing Metric FY 2021 FY 2022 FY 2023 FY 2024 FY 2025 FY 2026 (thru 06-30)
:--- :--- :--- :--- :--- :--- :---
Average days in Investigation 220.4 223.7 640.0 300.3 430.0 201.0
Average days in Final Action 179.3 324.5 210.0 67.7 40.0 0.0
Average Days in Investigation (without Hearing) 298.6 0.0 0.0 0.0 0.0
246.89
Average Days in Final Action (without Hearing) 165.1 70.0 229.7 30.0 252.6
143.67

Part 5: Complaints Dismissed or Withdrawn

Table 5: Dismissals and Withdrawals

Action FY 2021 FY 2022 FY 2023 FY 2024 FY 2025 FY 2026 (thru 06-30)
:--- :--- :--- :--- :--- :--- :---
Total Complaints Dismissed by Agency 27 0 48 0 0 0
Average Days Pending Prior to Dismissal 103.7 305.7 63.0 0 0 0
Total Complaints Withdrawn by Complainants 0 0 11 60 12 0

Part 6 - Part 8: Total Final Agency Actions Finding Discrimination

(Note: Records reflect 0 across all listed bases, including Race, Color, Religion, Reprisal, Sex, PDA, National Origin, Equal Pay Act, Age, Disability, Genetics, and Non-EEO for total findings, findings with hearing, and findings without hearing. No discrimination findings were reported during these periods for specific issues such as Promotion, Harassment, or Disciplinary Action.)

Part 9: Complaints Pending from Previous FY By Status

Table 6: Pending Complaints

Status	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
	---	---	---	---	---	---
Total complaints from previous Fiscal Years	258	321	107	60	0	0
Total Complainants	0	0	61	0	43	0
Complaints Pending Investigation	0	0	38	11	12	1
ROI issued, pending Complainant's action	0	0	0	8	19	13
Complaints Pending in Hearing	0	0	27	31	0	51
Complaints Pending Final Agency Action	0	0	12	13	0	80
Complaints Pending Appeal with EEOC	0	0	0	10	16	32

Part 10: Complaint Investigations

Table 7: Investigations Exceeding Time Frames

Metric	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
	---	---	---	---	---	---
Pending Complaints Where Investigations Exceed Required Time Frames	32	16	94	0	81	0