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

		Comparative Data										
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2025 Thm: 42.24						
	2020	2021	2022	2023	2024	2025 Thru 12-31						
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 Complainte hy Pasia			Compar	ative Data		
Part 2 Complaints by Basis		Pr	evious Fiscal Year	Data		2025 Thm.
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	- 2025 Thru 12-31
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			Compar	ative Data						
Note: 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. The reporting of Reassignment Claims has been changed from two separate Denied and	Previous Fiscal Year Data									
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.	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	1									
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	[1	1	1	1	1				
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				
	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				

			Compai	rative Data		
Part 4 Processing Time		Pr	evious Fiscal Year I	Data		2025 Thru 42 24
	2020	2021	2022	2023	2024	— 2025 Thru 12-31
Complaints pending during fiscal year		-			-	·
Average number of days in investigation	173.91	148.07	176.25	187.76	196.29	177.33
Average number of days in final action	109.75	64.82	40.71	106.5	46.83	34.00
Complaints pending during fiscal year where h	nearing was requested					
Average number of days in investigation	204.1	153.44	193.22	209	211.73	179.00
Average number of days in final action	65.33	19	15.78	39.5	20.4	34.00
Complaints pending during fiscal year where h	nearing was not reques	ted			•	
Average number of days in investigation	139.18	144	165.5	157.43	186.5	174.00
Average number of days in final action	136.4	92.8	56.17	140	179	0.00

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Previ	ious Fiscal Year	Data		
	2020	2021	2022	2023	2024	2025 Thru 12-31
Part 5 Complaints Dismissed by Agency	4	3	2	0	2	0
Average days pending prior to dismissal	188.25	71	260	0	107	0.00
0	Complaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	0	1	0	3	2	0

					(Compara	ative Da	ata				
Dart & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	⁻ Data				202	5 Thru
Part 6 Total Final Agency Actions Finding Discrimination	2020		20)21	20)22	20)23	2024		12	2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by						Compara	ative Data					
Basis				Pre	vious Fis	cal Year D	Data				2025	5 Thru
Note: Complaints can be filed alleging multiple	20)20	20)21	20)22	20)23	20	024	12	2-31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		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	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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

Findings After Hearing	0		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	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
Finding Without Hearing	0		0		0		0		1		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	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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

Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.

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.

Comparative Data												
				Previo	us Fiso	cal Yea	ar Data	a			2025 Thru 1	
Part 8 Finding of Discrimination Rendered by Issue	20)20	20	21	20	22	20	23	20)24		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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

Findings After Hearing	0		0		0		0		0		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	0	0	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				8			•	•			8	
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

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				1		1		1		1		
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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	ous Fiscal Yea	ar Data		2025 Thru
	2020	2021	2022	2023	2024	12-31
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
	2020	2021	2022	2023	2024	12-31
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0