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

National Park Service:NPS (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	Data		2025 Thm: 42.24							
	2020	2021	2022	2023	2024	2025 Thru 12-31							
Number of Complaints Filed	77	80	67	74	84	21							
Number of Complainants	73	77	66	73	83	21							
Repeat Filers	4	3	1	1	1	0							

Port 2 Compleints by Pasia			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year I	Data		
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	26	33	16	22	26	7
Color	12	10	9	9	7	3
Religion	6	3	6	4	3	0
Reprisal	40	41	31	45	47	14
Sex	34	26	23	19	36	8
PDA	0	1	0	0	1	0
National Origin	2	14	3	6	5	2
Equal Pay Act	0	0	2	2	0	0
Age	28	25	24	28	26	2
Disability	32	19	26	34	30	8
Genetics	0	0	0	3	0	0
Non-EEO	3	2	4	3	3	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										
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	11	18	14	2	7	1				
Assignment of Duties*	6	8	4	0	0	0				
Awards	1	0	0	1	0	1				
Conversion to Full Time/Perm Status*	0	0	0	0	0	0				
Disciplinary Action	•			•		•				
Demotion	0	0	1	1	0	0				
Reprimand**	4	3	2	0	0	0				
Suspension	5	4	5	4	2	1				
Removal	5	2	0	3	0	0				
Other Disciplinary Actions**	0	0	0	9	9	2				
Other 2**	0	0	0	0	0	0				
Duty Hours*	3	3	1	0	0	0				
Perf. Eval./ Appraisal	6	3	6	6	8	3				
Examination/Test	0	3	0	0	0	0				
Harassment	1			1	1					
Non-Sexual	30	25	26	35	50	10				
Sexual	4	1	0	0	3	2				
Medical Examination	1	0	0	0	0	0				
Pay including overtime	1	4	2	5	4	0				
Promotion/Non-Selection	8	4	10	12	16	1				
Reassignment	[1	1	[1	T				
Reassignment: Denied/Directed	0	0	0	1	1	0				
Directed	2	3	1	0	0	0				
Reasonable Accommodation Disability	11	5	11	15	7	4				
Reinstatement*	0	0	0	0	0	0				
Religious Accommodation	0	0	1	1	0	0				
Retirement*	0	0	2	0	0	0				
Sex-Stereotyping	0	1	0	1	2	0				
Telework	1	0	2	2	1	1				
Termination	6	7	4	6	4	3				
Terms/Conditions of Employment*	8	8	6	0	0	0				
Time and Attendance	7	3	2	3	3	0				
	3	2	1	1	3	2				
Other Terms/Conditions of Employment*	0	0	0	20	21	10				
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				

	Comparative Data									
Part 4 Processing Time		Pr	evious Fiscal Year D	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	155.99	166.32	170.48	186.58	230.94	249.69				
Average number of days in final action	97.56	120.07	37.2	103.73	35.9	24.00				
Complaints pending during fiscal year where h	earing was requested									
Average number of days in investigation	154.19	169.33	189.03	183.11	235.89	249.67				
Average number of days in final action	81.13	63.6	27.84	44.29	15.8	24.00				
Complaints pending during fiscal year where h	hearing was not reques	ited	-		•					
Average number of days in investigation	159.72	156.5	179.12	194.63	221.48	249.71				
Average number of days in final action	143.27	186.67	52.79	312.8	96.2	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	6	7	8	2	5	1
Average days pending prior to dismissal	120.67	149.14	190.11	177	166.4	75.00
C	omplaints Withd	rawn by Complai	nants			
Total Complaints Withdrawn by Complainants	9	9	6	5	6	0

	Comparative Data											
Dart & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	⁻ Data				202	5 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20)20	20)21	20)22	20)23	20)24	12	2-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		6		0		1		1		0	
Without Hearing	1	100	5	83	0	0	0	0	1	100	0	0
With Hearing	0	0	1	17	0	0	1	100	0	0	0	0

Part 7 Finding of Discrimination Rendered by		Comparative Data										
Basis				Pre	vious Fis	cal Year D	lata				2025	5 Thru
Note: Complaints can be filed alleging multiple	20	020	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	1		6		0		1		1		0	
Race	0	0.00	3	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	2	33.33	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	1	100.00	2	33.33	0	0.00	1	100.00	1	100.00	0	0.00
Sex	0	0.00	3	50.00	0	0.00	0	0.00	1	100.00	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	2	33.33	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	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	16.67	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		1		0		1		0		0	
Race	0	0.00	1	100.00	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	1	100.00	0	0.00	1	100.00	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	1	100.00	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	1		5		0		0		1		0	
Race	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	2	40.00	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	1	100.00	1	20.00	0	0.00	0	0.00	1	100.00	0	0.00
Sex	0	0.00	3	60.00	0	0.00	0	0.00	1	100.00	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	1	20.00	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	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	20.00	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	l			2025 Thru 12-	
Part 8 Finding of Discrimination Rendered by Issue	20)20	20	21	20	22	20	23	2024		31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		6		0		1		1		0	
Appointment/Hire	1	100	2	33	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	17	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	I											
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		•					<u></u>			•	•	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	5	83	0	0	1	100	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	1	17	0	0	0	0	1	100	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	1	17	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		1		0		1		0		0	
Appointment/Hire	0	0	1	100	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	100	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									-		-	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	1	100	0	0	1	100	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	1	100	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	1		5		0		0		1		0	
Appointment/Hire	1	100	1	20	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		1	1	1		1					1	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	4	80	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		1	1	1	1	1					1	
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	1	20	0	0	0	0	1	100	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	61	54	44	45	50	105
Total Complainants	60	52	42	42	48	99
Number complaints pending						•
Investigation	0	0	0	0	0	33
ROI issued, pending Complainant's action	0	0	1	0	2	5
Hearing	50	52	37	22	22	45
Final Agency Action	11	2	5	19	26	23
Appeal with EEOC Office of Federal Operations	20	16	14	10	11	17

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	1	4	1