



Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act EEO Complaint Data

Fiscal Year 2025, Quarter 1

Office of Civil Rights Compliance
31 December 2025



U.S. Immigration
and Customs
Enforcement

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

ICE (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	184	137	260	161	164	28
Number of Complainants	176	130	243	159	152	27
Repeat Filers	8	6	15	2	11	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race	67	59	68	61	70	13
Color	32	22	27	22	35	7
Religion	7	5	49	14	5	3
Reprisal	97	75	96	90	84	16
Sex	70	58	89	63	65	12
PDA	2	2	1	1	2	1
National Origin	36	43	46	38	38	2
Equal Pay Act	0	2	1	1	1	0
Age	59	45	71	42	55	10
Disability	57	38	103	52	62	7
Genetics	0	1	10	1	1	0
Non-EEO	7	13	16	10	10	0

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	17	9	20	11	3	0
Assignment of Duties*	25	15	0	0	0	0
Awards	3	2	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	1	0	1	0
Reprimand**	7	7	0	0	0	0
Suspension	4	5	6	3	7	1
Removal	1	2	4	3	6	1
Other Disciplinary Actions**	0	0	0	0	11	4
Other 2**	0	0	0	0	0	0
Duty Hours*	0	3	0	0	0	0
Perf. Eval / Appraisal	23	12	15	12	7	1
Examination/Test	1	2	4	0	0	0
Harassment						
Non-Sexual	76	53	85	83	109	21
Sexual	9	5	10	2	5	1
Medical Examination	5	0	44	7	0	0
Pay including overtime	10	3	5	8	7	3
Promotion/Non-Selection	28	22	21	19	20	2
Reassignment						
Reassignment: Denied/Directed	4	1	2	5	7	2
Directed	11	2	6	2	4	2
Reasonable Accommodation Disability	15	6	15	13	17	2
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	0	0	6	0	1	0
Retirement*	2	3	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	4	3	7	6	1
Termination	15	14	11	3	7	0
Terms/Conditions of Employment*	15	8	0	0	0	0
Time and Attendance	18	7	5	13	10	5
Training	4	1	6	6	4	1
Other Terms/Conditions of Employment*	0	0	0	0	29	8
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

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	24	15	17	71	12	3
Average days pending prior to dismissal	375	115	186	222	225.67	435.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	23	22	20	24	12	3

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		1		0		0		7		2	
Without Hearing	6	75	1	100	0	0	0	0	2	29	0	0
With Hearing	2	25	0	0	0	0	0	0	5	71	2	100

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	8		1		2		3		7		2	
Race	2	25.00	1	100.00	0	0.00	2	66.67	3	42.86	2	100.00
Color	2	25.00	0	0.00	0	0.00	2	66.67	3	42.86	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	2	28.57	0	0.00
Reprisal	5	62.50	1	100.00	2	100.00	1	33.33	5	71.43	1	50.00
Sex	5	62.50	1	100.00	0	0.00	1	33.33	3	42.86	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	2	25.00	1	100.00	0	0.00	0	0.00	2	28.57	1	50.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	4	50.00	0	0.00	0	0.00	2	66.67	3	42.86	0	0.00
Disability	2	25.00	0	0.00	1	50.00	1	33.33	2	28.57	2	100.00
Genetics	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	2		0		1		3		5		2	
Race	0	0.00	0	0.00	0	0.00	2	66.67	2	40.00	2	100.00
Color	0	0.00	0	0.00	0	0.00	2	66.67	1	20.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00
Reprisal	1	50.00	0	0.00	1	100.00	1	33.33	3	60.00	1	50.00
Sex	1	50.00	0	0.00	0	0.00	1	33.33	2	40.00	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	2	40.00	1	50.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	50.00	0	0.00	0	0.00	2	66.67	1	20.00	0	0.00
Disability	1	50.00	0	0.00	0	0.00	1	33.33	1	20.00	2	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	6		1		1		0		2		0	
Race	2	33.33	1	100.00	0	0.00	0	0.00	1	50.00	0	0.00
Color	2	33.33	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
Reprisal	4	66.67	1	100.00	1	100.00	0	0.00	2	100.00	0	0.00
Sex	4	66.67	1	100.00	0	0.00	0	0.00	1	50.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	2	33.33	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	3	50.00	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00
Disability	1	16.67	0	0.00	1	100.00	0	0.00	1	50.00	0	0.00
Genetics	0	0.00	0	0.00	1	100.00	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.

[illegible]

[illegible]

Findings Without Hearing	6		1		1		0		2		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	3	50	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	1	17	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	33	1	100	1	100	0	0	0	0	0	0
Medical Examination	1	17	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	3	50	0	0	1	100	0	0	1	50	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	17	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	50	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*	1	17	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

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	333	214	109	116	110	228
Total Complainants	302	198	101	113	106	211
Number complaints pending						
Investigation	5	7	6	39	46	144
ROI issued, pending Complainant's action	5	1	1	2	5	10
Hearing	173	121	86	65	50	65
Final Agency Action	141	82	20	13	10	11
Appeal with EEOC Office of Federal Operations	165	208	240	86	76	73

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	19	21	31	74	105	106