

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



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

		Comparative Data											
Part 1 Complaint Activity		Pre	evious Fiscal Year D)ata		2025 Thru 12-31							
	2020	2021	2022	2023	2024	2025 Inru 12-31							
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							
		Pre	vious Fiscal Year D	Data		2025 Thru			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	12-31			
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			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			2025 Thru 12-31			
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	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

			Compar	ative Data		
Part 4 Processing Time		Pre	evious Fiscal Year D	ata		2025 Thru 12-31
	2020	2021	2022	2023	2024	2025 11110 12-31
Complaints pending during fiscal year						
Average number of days in investigation	345.5	276.68	343.85	334.54	453.37	436.48
Average number of days in final action	182.44	288.06	201.71	31.4	56.9	29.44
Complaints pending during fiscal year where h	earing was requested		,			•
Average number of days in investigation	340.14	285.75	365.23	331.96	437.27	443.73
Average number of days in final action	114.74	137.49	133.4	26.21	29.23	27.44
Complaints pending during fiscal year where h	earing was not request	ed				•
Average number of days in investigation	351.38	264.57	318.03	347.1	478.32	411.20
Average number of days in final action	395.56	422.23	287.53	43.79	92.31	31.83

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency		0005 TI 10 01				
	2020	2021	2022	2023	2024	2025 Thru 12-31
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
Co	omplaints Withdr	awn by Complai	nants		•	
Total Complaints Withdrawn by Complainants	23	22	20	24	12	3

	Comparative Data												
Part C Total Final Agency Actions Finding Discommination				Previ	ous Fis	cal Year	Data				202	5 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	2020		20)21	20)22	20	023	20)24	12	2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
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				Pre	vious Fis	cal Year D	ata				2025	5 Thru
Note: Complaints can be filed alleging multiple	20	020	20	021	20	022	20)23	20)24	12	!-31
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.

	Comparative Data											
Dort 9 Finding of Discrimination Bandared by Jacus				Previo	us Fis	cal Yea	ar Data	1			2025	Thru 12-
Part 8 Finding of Discrimination Rendered by Issue	20	20	20	21	20	22	2023		3 2024			31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		1		1		3		7		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	13	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	5	63	0	0	0	0	1	33	0	0	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	· ·	•	•					•	•			
Sexual	1	13	0	0	0	0	1	33	1	14	0	0
Non-Sexual	4	50	1	100	1	100	1	33	3	43	1	50
Medical Examination	1	13	0	0	0	0	0	0	1	14	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	38	0	0	1	100	1	33	1	14	1	50
Reassignment	,	•	•					•			•	
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	3	38	0	0	0	0	1	33	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	33	1	14	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	1	13	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*	3	38	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	3	43	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	2		0		0		3		5		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	1	50	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	2	100	0	0	0	0	1	33	0	0	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-											
Sexual	0	0	0	0	0	0	1	33	1	20	0	0
Non-Sexual	2	100	0	0	0	0	1	33	3	60	1	50
Medical Examination	0	0	0	0	0	0	0	0	1	20	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	1	33	0	0	1	50
Reassignment				-								-
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	2	100	0	0	0	0	1	33	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	33	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	1	50	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*	2	100	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	3	60	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
1-		-		-					-			

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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	us Fiscal Yea	ar Data		2025 Thru
	2020	2021	2022	2023	2024	12-31
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
	2020	2021	2022	2023	2024	12-31
Pending Complaints Where Investigations Exceed Required Time Frames	19	21	31	74	105	106