

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

Fiscal Year 2025, Quarter 2

Office of Civil Rights Compliance 31 March 2025



U.S. Immigration and Customs Enforcement

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

ICE (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 31, 2025

	Comparative Data											
Part 1 Complaint Activity	Part 1 Complaint Activity Previous Fiscal Year Data											
	2020	2021	2022	2023	2024	2025 Thru 03-31						
Number of Complaints Filed	184	137	260	161	164	68						
Number of Complainants	176	130	243	159	152	63						
Repeat Filers	8	6	15	2	11	5						

Dort 2 Complaints by Dasis			Compar	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year I	Data		0005 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 03-31
Race	67	59	68	61	70	32
Color	32	22	27	22	35	12
Religion	7	5	49	14	5	7
Reprisal	97	75	96	90	84	33
Sex	70	58	89	63	65	29
PDA	2	2	1	1	2	3
National Origin	36	43	46	38	38	15
Equal Pay Act	0	2	1	1	1	0
Age	59	45	71	42	55	19
Disability	57	38	103	52	62	27
Genetics	0	1	10	1	1	2
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	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	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	2				
Removal	1	2	4	3	6	3				
Other Disciplinary Actions**	0	0	0	0	11	5				
Other 2**	0	0	0	0	0	0				
Duty Hours*	0	3	0	0	0	0				
Perf. Eval./ Appraisal	23	12	15	12	7	6				
Examination/Test	1	2	4	0	0	0				
Harassment										
Non-Sexual	76	53	85	83	109	52				
Sexual	9	5	10	2	5	2				
Medical Examination	5	0	44	7	0	2				
Pay including overtime	10	3	5	8	7	5				
Promotion/Non-Selection	28	22	21	19	20	3				
Reassignment					·					
Reassignment: Denied/Directed	4	1	2	5	7	5				
Directed	11	2	6	2	4	2				
Reasonable Accommodation Disability	15	6	15	13	17	3				
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	4				
Terms/Conditions of Employment*	15	8	0	0	0	0				
Time and Attendance	18	7	5	13	10	7				
Training	4	1	6	6	4	3				
Other Terms/Conditions of Employment*	0	0	0	0	29	18				
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		Pr	evious Fiscal Year D	Data		2025 Thru 02 24
	2020	2021	2022	2023	2024	— 2025 Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	345.5	276.68	343.85	334.54	453.37	456.42
Average number of days in final action	182.44	288.06	201.71	31.4	56.9	31.09
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	441.58
Average number of days in final action	114.74	137.49	133.4	26.21	29.23	28.05
Complaints pending during fiscal year where h	earing was not reques	ted	-		•	
Average number of days in investigation	351.38	264.57	318.03	347.1	478.32	472.22
Average number of days in final action	395.56	422.23	287.53	43.79	92.31	34.80

			Compar	ative Data		
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Yea	r Data		
	2020	2021	2022	2023	2024	2025 Thru 03-31
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
	Complaints Withd	rawn by Compla	inants			
Total Complaints Withdrawn by Complainants	23	22	20	24	12	5

	Comparative Data											
Dort & Total Final Aganay Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2025	5 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20)20	20)21	20	022	20)23	20)24	03	3-31
	#	%	#	%	#	%	#	%	#	%	#	%
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						Compara	tive Data							
Basis				Pre	vious Fis	cal Year D	ata				202	5 Thru		
Note: Complaints can be filed alleging multiple	20)20	20)21	20)22	20)23	20)24	03	3-31		
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 0 Finding of Discrimination Dandared by Jacus				Previo	us Fis	cal Yea	ar Data	1			2025	Thru 03-
Part 8 Finding of Discrimination Rendered by Issue	20	20	20)21	20)22	20	23	20	24		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

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								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	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		Previc	ous Fiscal Yea	ar Data		2025 Thru
	2020	2021	2022	2023	2024	03-31
Total complaints from previous Fiscal Years	333	214	109	116	110	201
Total Complainants	302	198	101	113	106	184
Number complaints pending						
Investigation	5	7	6	39	46	113
ROI issued, pending Complainant's action	5	1	1	2	5	4
Hearing	173	121	86	65	50	65
Final Agency Action	141	82	20	13	10	16
Appeal with EEOC Office of Federal Operations	165	208	240	86	76	72

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru
	2020	2021	2022	2023	2024	03-31
Pending Complaints Where Investigations Exceed Required Time Frames	19	21	31	74	105	103