

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Ames Research Center - ARC (Includes Sub-Level Offices)

For 1st Quarter 2026 for period ending December 31, 2025

Notes:

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.

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

| Part 1 Complaint Activity  |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
| Number of Complaints Filed | 3       | 8       | 8       | 3       | 4       | 1                    |
| Number of Complainants     | 3       | 6       | 8       | 3       | 4       | 1                    |
| Repeat Filers              | 0       | 1       | 0       | 0       | 0       | 0                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
| Race                       | 2       | 2       | 2       | 1       | 2       | 1                    |
| Color                      | 2       | 1       | 1       | 0       | 1       | 0                    |
| Religion                   | 0       | 1       | 1       | 0       | 0       | 1                    |
| Reprisal                   | 2       | 5       | 2       | 1       | 3       | 1                    |
| Sex                        | 1       | 3       | 2       | 0       | 1       | 0                    |
| PDA                        | 0       | 0       | 1       | 0       | 0       | 0                    |
| National Origin            | 0       | 2       | 2       | 1       | 1       | 0                    |
| Equal Pay Act              | 0       | 0       | 0       | 0       | 0       | 0                    |
| Age                        | 2       | 4       | 3       | 1       | 2       | 0                    |
| Disability                 | 0       | 5       | 1       | 2       | 2       | 0                    |
| Genetics                   | 0       | 0       | 0       | 0       | 0       | 0                    |
| Non-EEO                    | 0       | 0       | 0       | 0       | 0       | 0                    |

| Part 3 Complaints By Issue                        |         |         |         |         |         |                      |
|---------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                                   | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
| Appointment/Hire                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Assignment of Duties*                             | 0       | 3       | 0       | 0       | 0       | 0                    |
| Awards                                            | 0       | 0       | 0       | 0       | 0       | 0                    |
| Conversion to Full Time/Perm                      | 0       | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Demotion                     | 0       | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Reprimand**                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Suspension                   | 0       | 0       | 0       | 0       | 1       | 0                    |
| Disciplinary Action: Removal                      | 0       | 0       | 0       | 1       | 0       | 0                    |
| Disciplinary Action: Other Disciplinary Actions** | 0       | 0       | 2       | 0       | 1       | 1                    |
| Disciplinary Action: Other 2**                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Duty Hours*                                       | 0       | 0       | 0       | 0       | 0       | 0                    |
| Perf. Eval./ Appraisal                            | 1       | 1       | 0       | 1       | 0       | 0                    |
| Examination/Test                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Harassment: Non-Sexual                            | 1       | 3       | 4       | 1       | 1       | 0                    |
| Harassment: Sexual                                | 0       | 0       | 0       | 0       | 0       | 0                    |
| Medical Examination                               | 0       | 0       | 0       | 0       | 0       | 0                    |
| Pay including overtime                            | 0       | 2       | 0       | 0       | 0       | 0                    |
| Promotion/Non-Selection                           | 1       | 0       | 1       | 0       | 0       | 0                    |
| Reassignment: Denied/Directed                     | 1       | 0       | 0       | 0       | 0       | 0                    |
| Reassignment: Directed                            | 0       | 1       | 0       | 0       | 1       | 0                    |
| Reasonable Accommodation                          | 0       | 0       | 0       | 2       | 1       | 0                    |
| Reinstatement*                                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Religious Accommodation                           | 0       | 0       | 0       | 0       | 0       | 0                    |
| Retirement*                                       | 0       | 0       | 0       | 0       | 0       | 0                    |
| Sex-Stereotyping                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Telework                                          | 0       | 0       | 0       | 0       | 1       | 0                    |
| Termination                                       | 0       | 0       | 3       | 0       | 0       | 0                    |
| Terms/Conditions of Employment*                   | 1       | 2       | 0       | 0       | 0       | 0                    |
| Time and Attendance                               | 0       | 0       | 0       | 0       | 0       | 0                    |
| Training                                          | 0       | 0       | 0       | 0       | 1       | 0                    |
| Other Terms/Conditions of Employment*             | 0       | 0       | 3       | 1       | 1       | 0                    |

#### Part 4 Processing Time (Complaints Pending During FY)

|                                                               | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 12-31) |
|---------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
| Average days in Investigation for all cases pending during FY | 192.75  | 170.5   | 199.38  | 209     | 175     | 0.00                 |
| Average days in Final Action for all cases pending during FY  | 51.75   | 58      | 35      | 4       | 60      | 0.00                 |
| Average days in Investigation with                            | 127.5   | 224.08  | 194.33  | 127.5   | 0       | 0.00                 |
| Average days in Final Action with                             | 32      | 0       | 27      | 4       | 0       | 0.00                 |
| Average Days in Investigation without Hearing                 | 258     | 170.5   | 202.4   | 372     | 175     | 0.00                 |
| Average Days in Final Action without Hearing                  | 58.33   | 58      | 51      | 0       | 60      | 0.00                 |

## Part 5 Complaints Dismissed or Withdrawn

|                                               | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>12-31) |
|-----------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Total Complaints Dismissed by                 | 1          | 3          | 5          | 0          | 2          | 0                          |
| Average Days Pending Prior to Dismissal       | 78         | 167.25     | 171        | 0          | 58.5       | 0.00                       |
| Total Complaints Withdrawn by<br>Complainants | 0          | 0          | 0          | 0          | 1          | 0                          |

## Part 6 Total Final Agency Actions Finding Discrimination

[illegible]

## Part 7 Finding of Discrimination by Basis

|                       | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 12-<br>31) | FY 2026<br>%<br>(thru 12-<br>31) |
|-----------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|--------------------------------------|----------------------------------|
| Total Number Findings | 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                             |

Part 7 Finding of Discrimination by Basis (with Hearing)

|                        | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 12-31) | FY 2026<br>%<br>(thru 12-31) |
|------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| 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                         |

Part 7 Finding of Discrimination by Basis (without Hearing)

|                         | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 12-31) | FY 2026<br>%<br>(thru 12-31) |
|-------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| Finding Without 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                         |

[illegible]

## Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

## Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]



| Part 9 Complaints Pending from Previous FY By Status                |         |         |         |         |         |                            |
|---------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                     | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>12-31) |
| Total complaints from previous Fiscal Years                         | 2       | 2       | 2       | 5       | 2       | 5                          |
| Total Complainants                                                  | 2       | 2       | 2       | 4       | 2       | 4                          |
| Complaints Pending Investigation                                    | 0       | 0       | 1       | 0       | 0       | 3                          |
| ROI issued, pending Complainant's                                   | 0       | 0       | 0       | 0       | 0       | 0                          |
| Complaints Pending in Hearing                                       | 2       | 2       | 1       | 3       | 1       | 1                          |
| Complaints Pending Final Agency                                     | 0       | 0       | 0       | 1       | 0       | 0                          |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 3       | 3       | 1       | 0       | 1       | 1                          |

| Part 10 Complaint Investigations                                |         |         |         |         |         |                            |
|-----------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>12-31) |
| Pending Complaints Where Investigations Exceed<br>Required Time | 0       | 1       | 0       | 0       | 0       | 0                          |