



**U.S. Citizenship
and Immigration
Services**

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act: CIS (and below)
1st Quarter 2025-Period Ending December 31, 2024**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 31-Dec
	2020	2021	2022	2023	2024	
Number of Complaints Filed	139	88	105	113	88	29
Number of Complainants	134	87	103	107	85	29
Repeat Filers	5	1	2	6	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 31-Dec
	2020	2021	2022	2023	2024	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	70	45	53	57	46	19
Color	40	16	31	31	20	9
Religion	14	7	16	12	6	5
Reprisal	89	51	65	69	57	13
Sex	73	44	40	40	38	14
PDA	0	2	0	2	1	2
National Origin	31	21	17	25	22	10
Equal Pay Act	0	0	0	0	0	0
Age	67	24	38	35	27	15
Disability	71	35	49	56	40	13
Genetics	1	1	0	1	0	0
Non-EEO	18	9	8	8	3	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 31-Dec
	2020	2021	2022	2023	2024	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	3	1	2	4	3	0
Assignment of Duties	3	0	0	0	0	0
Awards	0	0	0	2	1	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	2	1	1	3	2
Reprimand	6	1	0	0	0	0
Suspension	6	8	9	4	3	1
Removal	2	3	7	4	5	2
Other Disciplinary Action	0	0	0	0	7	3
Other 2	0	0	0	0	0	0
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	21	28	23	12	17	6

Examination/Test	0	0	2	1	0	0						
Harassment												
Non-Sexual	85	56	68	73	60	21						
Sexual	7	3	0	3	1	0						
Medical Examination	0	0	0	0	0	0						
Pay including overtime	2	2	1	5	5	3						
Promotion/Non-Selection	29	8	32	28	17	8						
Reassignment												
Denied	6	2	3	1	4	1						
Directed	1	2	4	1	7	2						
Reasonable Accommodation Disability	36	16	24	29	19	8						
Reinstatement	0	0	0	0	0	0						
Religious Accommodation	1	3	2	3	1	0						
Retirement	0	0	0	0	0	0						
Sex-Stereotyping	0	0	0	0	0	0						
Telework	2	1	2	2	0	2						
Termination	22	17	11	26	8	3						
Terms/Conditions of Employment	11	6	0	0	0	0						
Time and Attendance	1	3	3	1	2	2						
Training	4	1	0	1	1	0						
Other Terms/Conditions of Employment	0	0	0	0	17	5						
User Defined-Other 1	0	0	0	0	0	0						
	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 31-Dec	
Processing Time	2020	2021	2022	2023	2024							
Complaints pending during fiscal year												
Average number of days in investigation	220.8	224.79	232.2	237.83	223.75	186.08						
Average number of days in final action	146.43	159.53	107.46	33.79	35.04	72.07						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	221.11	225.17	241.24	250.96	230.08	188.83						
Average number of days in final action	72.56	84.27	63.03	29.17	29.46	91.38						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	230.77	233.7	220.13	240.3	226.58	189.8						
Average number of days in final action	373.95	333.23	163.74	45.14	42.73	46.33						
	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 31-Dec	
Complaints Dismissed by Agency	2020	2021	2022	2023	2024							
Total Complaints Dismissed by Agency	8	4	8	9	9	1						
Average days pending prior to dismissal	232	123	118	169	137.33	85						
	Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	16	6	10	12	9	1						
	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 31-Dec	
Total Final Agency Actions Finding Discrimination	2020		2021		2022		2023		2024		2025 Thru 31-Dec	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		1		5		2		1		0	

Without Hearing	1	20	0	0	1	20	0	0	0	0	0	0
With Hearing	4	80	0	0	3	60	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 31-Dec	
	2020		2021		2022		2023		2024		#	%
<i>Note: Complaints can be filed alleging multiple bases.</i>												
<i>The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	5		1		5		2		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	3	60	0	0	2	40	1	50	0	0	0	0
Sex	1	20	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	0	0	0	0	0	0	0	0	0	0
Disability	3	60	1	100	3	60	2	100	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		0		3		1		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	75	0	0	1	33	1	100	0	0	0	0
Sex	1	25	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	25	0	0	0	0	0	0	0	0	0	0
Disability	2	50	0	0	2	67	1	100	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	1	100	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Comparative Data												

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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	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												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	100	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	100	0	0	1	100	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	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2025						
	2020	2021	2022	2023	2024	Thru						
						31-Dec						
	Total complaints from previous Fiscal Years	142	133	61	42	38		82				
	Total Complainants	131	127	59	39	37		78				
	Number complaints pending											
Investigation	0	0	0	2	1	27						
ROI issued, pending Complainant's action	0	1	0	0	0	1						
Hearing	103	93	49	30	29	48						
Final Agency Action	36	34	10	8	6	5						
Appeal with EEOC Office of Federal Operations	109	25	31	35	37	44						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2025						
	2020	2021	2022	2023	2024	Thru						
						31-Dec						
Pending Complaints Where Investigations Exceed Required Time Frames	2	0	0	0	0	0						
Class Complaints Pending EEOC Certification												
	0	0	0	1	0	0						
Basis Race/Color African American/Black	0	0	0	1	0	0						

IssueTraining/Discharge	0	0	0	1	0	0
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