

# Federal Maritime Commission Equal Employment Opportunity Data

**Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation  
Act of 2002 (No Fear Act), Pub. L. 107-174  
For 4th Quarter of FY 2025 (period ending September 30, 2025)**

<b>Complaint Activity</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>FY 25 through 09-30-2025</b>
Complaints on Hand at the Beginning of the Reporting Period	0	1	1	1	0
Number of Complaints Filed During Reporting Period	2	0	1	1	1
Number of Complainants who Filed During Reporting Period	2	1	1	1	1
Repeat Filers	1	0	0	0	0

<b>Complaints by Basis</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>FY 25 through 09-30-2025</b>
Race	1	1	1	0	1
Color	0	0	0	0	1
Religion	0	0	0	0	0
Reprisal	1	0	0	0	0
Sex (Male)	0	0	0	1	0
Sex (Female)	0	0	0	0	1
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	0	0	0	0	1
Disability	0	0	1	1	0
Genetic Information	0	0	0	0	0
Non-EEO basis	0	0	0	0	0

<b>Complaints by Issue</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>FY 25 through 09-30-2025</b>
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	0	0	0	0
Awards	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0
<b>Disciplinary Action</b>					
Demotion	0	0	0	0	0
Reprimand	0	0	0	0	0
Suspension Removal	0	0	0	0	0
Removal	0	0	0	0	0
Warning	0	0	0	0	0

Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0
Examination/Test	0	0	0	0	0
<b>Harassment</b>					
Non-Sexual	1	0	1	2	1
Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0
Promotion/Non-Selection	1	1	1	0	0
<b>Reassignment</b>					
Denied	0	0	0	0	0
Directed	0	0	0	0	0
Reasonable Accommodation (Disability)	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	0	0	0
Telework	0	0	0	0	0
Religious Accommodation	0	0	0	0	0
Other	0	0	0	0	0

Investigations	2021	2022	2023	2024	FY 25 through 09-30-2025
Investigations Completed During the Reporting Period	1	1	0	2	0
Average number of days in investigation stage	47	165	0	153	0
Complaints pending for any length of time during fiscal year where hearing was requested	0	0	0	0	0
Average number of days in investigation stage	0	0	0	0	0
Complaints pending for any length of time during fiscal year where hearing was not requested	2	1	1	2	1
Average number of days in investigation stage	97	165	62	83	55

Complaints Dismissed by Agency	2021	2022	2023	2024	FY 25 through 09-30-2025
Total Complaints Dismissed by Agency	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0
<b>Complaints Withdrawn by Complainants</b>					
Total Complaints Withdrawn by Complainants	1	0	0	0	0

Total Final Actions Finding Discrimination	2021	2022	2023	2024	FY 25 through 09-30-2025
Total Number of Findings (#)	0	0	0	0	0
Total Number of Findings (%)	0.00%	0.00%	0.00%	0.00%	0.00%

Without Hearing (#)	0	0	0	0	0
Without Hearing (%)	0.00%	0.00%	0.00%	0.00%	0.00%
With Hearing (#)	0	0	0	0	0
With Hearing (%)	0.00%	0.00%	0.00%	0.00%	0.00%

<b>Findings of Discrimination Rendered by Basis</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>FY 25 through 09-30-2025</b>
<b>Total Number of Findings (#)</b>	0	0	0	0	0
<b>Total Number of Findings (%)</b>	0.00%	0.00%	0.00%	0.00%	0.00%
Race (#)	0	0	0	0	0
Race (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Color (#)	0	0	0	0	0
Color (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Religion (#)	0	0	0	0	0
Religion (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Reprisal (#)	0	0	0	0	0
Reprisal (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Sex (#)	0	0	0	0	0
Sex (%)	0.00%	0.00%	0.00%	0.00%	0.00%
National Origin (#)	0	0	0	0	0
National Origin (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Age (#)	0	0	0	0	0
Age (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Disability (#)	0	0	0	0	0
Disability (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Genetic Information (#)	0	0	0	0	0
Genetic Information (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Non-EEO (#)	0	0	0	0	0
Non-EEO (%)	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Findings After Hearing (#)</b>	0	0	0	0	0
<b>Findings After Hearing (%)</b>	0.00%	0.00%	0.00%	0.00%	0.00%
Race (#)	0	0	0	0	0
Race (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Color (#)	0	0	0	0	0
Color (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Religion (#)	0	0	0	0	0
Religion (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Reprisal (#)	0	0	0	0	0
Reprisal (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Sex (#)	0	0	0	0	0
Sex (%)	0.00%	0.00%	0.00%	0.00%	0.00%
National Origin (#)	0	0	0	0	0
National Origin (%)	0.00%	0.00%	0.00%	0.00%	0.00%

Age (#)	0	0	0	0	0
Age (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Disability (#)	0	0	0	0	0
Disability (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Genetic Information (#)	0	0	0	0	0
Genetic Information (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Non-EEO (#)	0	0	0	0	0
Non-EEO (%)	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Findings Without Hearing (#)</b>	0	0	0	0	0
<b>Findings Without Hearing (%)</b>	0.00%	0.00%	0.00%	0.00%	0.00%
Race (#)	0	0	0	0	0
Race (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Color (#)	0	0	0	0	0
Color (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Religion (#)	0	0	0	0	0
Religion (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Reprisal (#)	0	0	0	0	0
Reprisal (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Sex (#)	0	0	0	0	0
Sex (%)	0.00%	0.00%	0.00%	0.00%	0.00%
National Origin (#)	0	0	0	0	0
National Origin (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Age (#)	0	0	0	0	0
Age (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Disability (#)	0	0	0	0	0
Disability (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Genetic Information (#)	0	0	0	0	0
Genetic Information (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Non-EEO (#)	0	0	0	0	0
Non-EEO (%)	0.00%	0.00%	0.00%	0.00%	0.00%

<b>Findings of Discrimination Rendered by Issue</b> <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings.</i>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>FY 25 through 09-30-2025</b>
<b>Total Number of Findings (#)</b>	0	0	0	0	0
<b>Total Number of Findings (%)</b>	0.00%	0.00%	0.00%	0.00%	0.00%
Appointment/Hire (#)	0	0	0	0	0
Appointment/Hire (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Assignment of Duties (#)	0	0	0	0	0
Assignment of Duties (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Awards (#)	0	0	0	0	0
Awards (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Conversion to Full-time (#)	0	0	0	0	0
Conversion to Full-time (%)	0.00%	0.00%	0.00%	0.00%	0.00%

<b>Disciplinary Action</b>					
Demotion (#)	0	0	0	0	0
Demotion (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Reprimand (#)	0	0	0	0	0
Reprimand (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Suspension (#)	0	0	0	0	0
Suspension (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Removal (#)	0	0	0	0	0
Removal (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Other (#)	0	0	0	0	0
Other (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Duty Hours (#)	0	0	0	0	0
Duty Hours (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Evaluation Appraisal (#)	0	0	0	0	0
Evaluation Appraisal (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Examination/Test (#)	0	0	0	0	0
Examination/Test (%)	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Harassment</b>					
Non-Sexual (#)	0	0	0	0	0
Non-Sexual (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Sexual (#)	0	0	0	0	0
Sexual (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Medical Examination (#)	0	0	0	0	0
Medical Examination (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Pay (Including Overtime) (#)	0	0	0	0	0
Pay (Including Overtime) (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Promotion/Non-Selection (#)	0	0	0	0	0
Promotion/Non-Selection (%)	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Reassignment</b>					
Denied (#)	0	0	0	0	0
Denied (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Directed (#)	0	0	0	0	0
Directed (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Reasonable Accommodation (Disability) (#)	0	0	0	0	0
Reasonable Accommodation (Disability) (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatement (#)	0	0	0	0	0
Reinstatement (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement (#)	0	0	0	0	0
Retirement (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Termination (#)	0	0	0	0	0
Termination (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Terms/Conditions of Employment (#)	0	0	0	0	0
Terms/Conditions of Employment (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Time and Attendance (#)	0	0	0	0	0

Time and Attendance (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Training (#)	0	0	0	0	0
Training (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Religious Accommodation (#)	0	0	0	0	0
Religious Accommodation (%)	0.00%	0.00%	0.00%	0.00%	0.00%
Other (#)	0	0	0	0	0
Other (%)	0.00%	0.00%	0.00%	0.00%	0.00%

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>FY 25 through 09-30-2025</b>
Total Complaints from Previous Fiscal Years	0	1	0	0	0
Total Complainants	0	1	0	0	0

<b>Number of Complaints Pending</b>					
Investigation	0	0	0	0	0
ROI Issued, pending Complainant's action	0	0	0	0	0
Hearing	0	0	0	0	0
Final Agency Action	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	1	0	0	0

<b>Complaint Investigations</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>FY 25 through 09-30-2025</b>
Pending Completion Where Investigation Exceeds Required Time Frames	0	0	0	0	0