



FEDERAL ELECTION COMMISSION
WASHINGTON, D.C.

TO: Alec Palmer
Staff Director

FROM: Kevin R. Salley
Director, Office of Equal Employment Opportunity

SUBJECT: Formal EEO Complaints Quarterly Report

DATE: January 15, 2025

Please find enclosed a summary of all open Formal EEO complaints against the Commission as of December 31, 2024. Please contact me if you have any questions or concerns regarding this report. I can be reached at (202) 694-1228.

Enclosure:
Formal EEO Complaints Quarterly Report

cc:

FEC Commissioners

Lisa Stevenson,
Acting General Counsel

Amber Smith,
Assistant General Counsel, Administrative Law

Management EEO Reports - Open Complaints

Complaint Number	Status	Basis	Issue	Office	ADO	Days Open
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Total Number of Complaints	0
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Data Posted Pursuant to the No Fear Act Federal Election Commission

29 CFR 1614.704(a) - (c)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	1st QTR FY 2025	2024	2023	2022	2021	2020
Number of Complaints Filed in FY 1614.704(a)	0	0	0	0	0	1
Number of Complainants 1614.704(b)	0	0	0	0	0	1
Repeat Filers 1614.704(c)	0	0	0	0	0	0

29 CFR 1614.704(d)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	1st QTR FY 2025	2024	2023	2022	2021	2020
Race	0	0	0	0	0	1
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Sex (including complaints filed under Equal Pay Act)	0	0	0	0	0	1
Disability	0	0	0	0	0	0
Age	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Other	0	0	0	0	0	0

Data Posted Pursuant to the No Fear Act Federal Election Commission

29 CFR 1614.704(e)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	1st QTR FY 2025	2024	2023	2022	2021	2020
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	1
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0

Data Posted Pursuant to the No Fear Act Federal Election Commission

Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

Data Posted Pursuant to the No Fear Act Federal Election Commission

29 CFR 1614.704(f)			
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..." (as of 12/31)	1st QTR FY 2025		
	Number	Average Days	
Processing time of Investigations	1614.704(f)(1)	0	0
Processing time of Final Agency Actions		0	0
All complaints pending in which a Hearing was not requested			
Time in Investigation Stage	1614.704(f)(2)	0	0
Time to issue Final Agency Action		0	0
All complaints pending in which a Hearing was requested-1614.704(f)(3)			
Time in Investigation Stage	1614.704(f)(3)	0	0
Time to issue Final Agency Action		0	0

29 CFR 1614.704(g)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Dismissed by Agency Pursuant to 1614.107(a)	1st QTR FY 2025	2024	2023	2022	2021	2020
Total Complaints Dismissed by Agency	0	0	0	0	0	1
Average days pending prior to dismissal	0	0	0	0	0	39

Complaints Withdrawn by Complainants Pursuant to 1614.704(h)	1st QTR FY 2025	2024	2023	2022	2021	2020
Total number of complaints withdrawn	0	0	0	0	0	0

Data Posted Pursuant to the No Fear Act Federal Election Commission

29 CFR 1614.704(i)			29 CFR 1614.705 Comparative Data Previous Fiscal Year Data									
Total Final Agency Actions Finding Discrimination	1st QTR FY 2025		2024		2023		2022		2021		2020	
	#	%	#	%	#	%	#	%	#	%	#	
Total Number Findings 704(i)(1)	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing 704(i)(2)	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing 704(i)(3)	0	0	0	0	0	0	0	0	0	0	0	0

29 CFR 1614.704(j)			29 CFR 1614.705 Comparative Data Previous Fiscal Year Data									
Finding of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	1st QTR FY 2025		2024		2023		2022		2021		2020	
	#	%	#	%	#	%	#	%	#	%	#	
Total Number of Findings 704(j)(1)	0	0	0	0	0	0	0	0	0	0	0	0
Number Findings Rendered Without Hearing 704(j)(2)	0	0	0	0	0	0	0	0	0	0	0	0
Number Findings Rendered After Hearing 704(j)(3)	0	0	0	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex (include Equal Pay Act)	0	0	0	0	0	0	0	0	0	0	0	0
Disability	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
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0

Data Posted Pursuant to the No Fear Act Federal Election Commission

29 CFR 1614.704(k)			29 CFR 1614.705 Comparative Data Previous Fiscal Year Data									
Finding of Discrimination Rendered by Issue 704(k)(1) <i>Note: Complaints can be filed alleging multiple issues. The sum of the bases may not equal total complaints and findings.</i>	1st QTR FY 2025		2024		2023		2022		2021		2020	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings 704(k)(1)	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing 704(k)(2)	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing 704(j)(k)(3)	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Evaluation 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
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
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Data Posted Pursuant to the No Fear Act Federal Election Commission

Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Termination	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
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0

29 CFR 1614.704(l)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Pending From Previous Fiscal Years by Status	2025	2024	2023	2022	2021	2020
Total complaints from previous Fiscal Years 704(l)(1)	0	0	0	0	0	0
Total Complainants 704(l)(2)(i)	0	0	0	0	0	0
Number of complaints pending (as of 12/31):704(l)(ii)						
Investigation	0	0	0	0	0	0
Hearing	0	0	0	0	0	0
Final Agency Action	0	0	0	0	0	0
Apeal with EEOC Office of Federal Operations	0	0	0	0	0	0

29 CFR 1614.704(m)		29 CFR 1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Investigations	1st QTR FY 2025	2024	2023	2022	2021	2020
Number Pending Completion of Investigation	0	0	0	0	0	0
Pending Investigations Over Required Time Frames	0	0	0	0	0	0