

# Surface Transportation Board

## Equal Employment Opportunity Data

Posted Pursuant to Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act), Pub. L. 107-174

Third Quarter of FY 2025 (period ending June 30, 2025)

| <b>Complaint Activity</b><br><i>Note: Complaints can be filed alleging multiple bases.<br/>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<br/>through<br/>06-30-25</b> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|---------------------------------------|
| Complaints on Hand at the Beginning of the Reporting Period                                                                                               | 0           | 0           | 0           | 0           | 0                                     |
| Number of Complaints Filed During Reporting Period                                                                                                        | 0           | 0           | 0           | 0           | 0                                     |
| Number of Complainants During Reporting Period                                                                                                            | 0           | 0           | 0           | 0           | 0                                     |
| Repeat Filers                                                                                                                                             | 0           | 0           | 0           | 0           | 0                                     |

| <b>Complaints by Basis</b><br><i>Note: Complaints can be filed alleging multiple bases.<br/>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<br/>through<br/>06-30-25</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|---------------------------------------|
| Race                                                                                                                                                       | 0           | 0           | 0           | 0           | 0                                     |
| Color                                                                                                                                                      | 0           | 0           | 0           | 0           | 0                                     |
| Religion                                                                                                                                                   | 0           | 0           | 0           | 0           | 0                                     |
| Reprisal                                                                                                                                                   | 0           | 0           | 0           | 0           | 0                                     |
| Sex (Male)                                                                                                                                                 | 0           | 0           | 0           | 0           | 0                                     |
| Sex (Female)                                                                                                                                               | 0           | 0           | 0           | 0           | 0                                     |
| National Origin                                                                                                                                            | 0           | 0           | 0           | 0           | 0                                     |
| Equal Pay Act                                                                                                                                              | 0           | 0           | 0           | 0           | 0                                     |
| Age                                                                                                                                                        | 0           | 0           | 0           | 0           | 0                                     |
| Disability                                                                                                                                                 | 0           | 0           | 0           | 0           | 0                                     |
| Genetic Information                                                                                                                                        | 0           | 0           | 0           | 0           | 0                                     |
| Non-EEO basis                                                                                                                                              | 0           | 0           | 0           | 0           | 0                                     |

| <b>Complaints by Issue</b><br><i>Note: Complaints can be filed alleging multiple bases.<br/>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<br/>through<br/>06-30-25</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                            | 0 | 0 | 0 | 0 | 0 |
| Sexual                                | 0 | 0 | 0 | 0 | 0 |
| Medical Examination                   | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime)              | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection               | 0 | 0 | 0 | 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 |

| <b>Investigations</b>                                                                               | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>FY 25<br/>through<br/>06-30-25</b> |
|-----------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|---------------------------------------|
| <b>Investigations Completed During the Reporting Period</b>                                         | 0           | 0           | 0           | 0           | 0                                     |
| Average number of days in investigation stage                                                       | 0           | 0           | 0           | 0           | 0                                     |
| <b>Complaints pending for any length of time during fiscal year where hearing was requested</b>     | 0           | 0           | 0           | 0           | 0                                     |
| Average number of days in investigation stage                                                       | 0           | 0           | 0           | 0           | 0                                     |
| <b>Complaints pending for any length of time during fiscal year where hearing was not requested</b> | 0           | 0           | 0           | 0           | 0                                     |
| Average number of days in investigation stage                                                       | 0           | 0           | 0           | 0           | 0                                     |

| <b>Complaints Dismissed by Agency</b>       | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>FY 25<br/>through<br/>06-30-25</b> |
|---------------------------------------------|-------------|-------------|-------------|-------------|---------------------------------------|
| 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  | 0           | 0           | 0           | 0           | 0                                     |

| <b>Total Final Actions Finding Discrimination</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>FY 25<br/>through<br/>06-30-25</b> |
|---------------------------------------------------|-------------|-------------|-------------|-------------|---------------------------------------|
| 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><br><i>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints<br/>and findings.</i> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>FY 25<br/>through<br/>06-30-25</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><br><i>Note: Complaints can be filed alleging multiple issues.<br/>The sum of the issues may not equal total complaints<br/>and findings.</i> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>FY 25<br/>through<br/>06-30-25</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 06-30-25</b> |
|--------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| Total Complaints from Previous Fiscal Years                        | 0           | 0           | 0           | 0           | 0                             |
| Total Complainants                                                 | 0           | 0           | 0           | 0           | 0                             |
| <b>Number of Complaints Pending</b>                                |             |             |             |             |                               |
| Investigation                                                      | 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           | 0           | 0           | 0           | 0                             |

| <b>Complaint Investigations</b>                                     | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>FY 25 through 06-30-25</b> |
|---------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------------------------|
| Pending Completion Where Investigation Exceeds Required Time Frames | 0           | 0           | 0           | 0           | 0                             |