

**U.S. International Boundary and Water Commission (USIBWC)
 No FEAR Act Quarterly EEO Complaint Data Report
 FY 2026 - 2nd Quarter1st and 2nd Qusarter**

This report is provided in accordance with the No FEAR Act reporting requirements.

EEO COMPLAINT DATA	1st Quarter FY 2026	2nd Quarter FY 2026	3rd Quarter FY 2026	4th Quarter FY 2026	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	2	2			
B. Filed during quarter	0	0			
C. Pending, at any time, during quarter	2	2			
II. Number of Filers	1st Quarter FY 2026	2nd Quarter FY 2026	3rd Quarter FY 2026	4th Quarter FY 2026	Year to Date Total
A. Who had a complaint pending at the start of the quarter	2	2			
B. Who had filed a complaint during this quarter	0	0			
C. Who had a complaint pending at any time during this quarter	2	2			
D. Who filed two or more complaints during this quarter	0	0			
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2026	2nd Quarter FY 2026	3rd Quarter FY 2026	4th Quarter FY 2026	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	0	0			
a. American Indian/Alaskan Native:	0	0			
b. American Asian/Pacific Islander:	0	0			
c. Black:	0	0			
d. White:	0	0			
2. Color:	0	0			
3. Sex:	0	0			
a. Male:	0	0			
b. Female:	0	0			
4. Age:	0	0			
5. Religion:	0	0			
6. Reprisal:	0	0			

7. National Origin:	0	0			
8. Equal Pay Act	0	0			
a. Male:	0	0			
b. Female:	0	0			
9. Disability:	0	0			
10. Non-EEO Basis:	0	0			
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	0	0			
2. Assignment of Duties:	0	0			
3. Awards:	0	0			
4. Conversion to Full Time:	0	0			
5. Disciplinary Action:	0	0			
a. Demotion	0	0			
d. Reprimand	0	0			
c. Suspension	0	0			
d. Removal	0	0			
e. Other:	0	0			
6. Duty Hours:	0	0			
7. Evaluation/Appraisal:	0	0			
8. Examination/Test:	0	0			
9. Harassment:	0	0			
a. Non-Sexual:	0	0			
b. Sexual:	0	0			
10. Medical Examination:	0	0			
11. Pay Including Overtime:	0	0			
12. Promotion/Non-Selection:	0	0			
13. Reassignment:	0	0			
a. Denied:	0	0			
b. Directed:	0	0			
14. Reasonable Accommodation:	0	0			
15. Reinstatement:	0	0			
16. Retirement:	0	0			
17. Termination:	0	0			
18. Terms & Conditions of Employment:	0	0			
19. Time & Attendance:	0	0			

20. Training:	0	0			
21. Other:	0	0			
IV. Time measurements - All complaints pending at any time during the quarter	1st Quarter FY 2026	2nd Quarter FY 2026	3rd Quarter FY 2026	4th Quarter FY 2026	Year to Date Total
A. Average number of days for Investigation:	149	213			
B. Average number of days for Final Agency Decision	0	276			
C. Average number of days for Final Agency Action	902	0			
D. Number of complaints dismissed pursuant 29 CFR § 1614.107(a)	0	0			
E. Average number of days complaints were pending at the time of dismissal	0	0			
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue	1st Quarter FY 2026	2nd Quarter FY 2026	3rd Quarter FY 2026	4th Quarter FY 2026	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	0	0			
B. Decisions finding discrimination without a hearing:	0	0			
C. Decisions finding discrimination without a hearing broken down by basis					
1. Appointment/Hire:	0	0			
2. Assignment of Duties:	0	0			
3. Awards:	0	0			
4. Conversion to Full Time:	0	0			
5. Disciplinary Action:	0	0			
a. Demotion:	0	0			
b. Reprimand:	0	0			
c. Suspension:	0	0			
d. Removal:	0	0			
e. Other:	0	0			
6. Duty Hours:	0	0			
7. Evaluation/Appraisal:	0	0			
8. Examination/Test:	0	0			
9. Harassment:	0	0			

a. Non-sexual:	0	0			
b. Sexual:	0	0			
10. Medical Examination:	0	0			
11. Pay Including Overtime:	0	0			
12. Promotion/Non-Selection:	0	0			
13. Reassignment:	0	0			
a. Denied:	0	0			
b. Directed:	0	0			
14. Reasonable Accommodation:	0	0			
15. Reinstatement:	0	0			
16. Retirement:	0	0			
17. Termination:	0	0			
18. Terms/Conditions of Employment:	0	0			
19. Time and Attendance:	0	0			
20. Training:	0	0			
21. Other: (HWE)	0	0			
E. Decisions involving discrimination after a hearing	0	0			
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	0			
a. American Indian/Alaskan Native:	0	0			
b. American Asian/Pacific Islander:	0	0			
c. Black:	0	0			
d. White:	0	0			
2. Color:	0	0			
3. Sex:	0	0			
a. Male:	0	0			
b. Female:	0	0			
4. Age:	0	0			
5. Religion:	0	0			
6. Reprisal:	0	0			
7. National Origin:	0	0			
a. Hispanic:	0	0			
b. Other:	0	0			
8. Equal Pay Act:	0	0			
a. Male:	0	0			

b. Female:	0	0			
9. Disability:	0	0			
10. Non-EEO Basis	0	0			
G. Decisions involving discrimination after a hearing broken down by issue:					
1. Appointment/Hire:	0	0			
2. Assignment of Duties:	0	0			
3. Awards:	0	0			
4. Conversion to Full Time:	0	0			
5. Disciplinary Action:	0	0			
a. Demotion:	0	0			
b. Reprimand:	0	0			
c. Suspension:	0	0			
d. Removal:	0	0			
e. Other:	0	0			
6. Duty Hours:	0	0			
7. Evaluation/Appraisal:	0	0			
8. Examination/Test:	0	0			
9. Harassment:	0	0			
a. Non-sexual:	0	0			
b. Sexual:	0	0			
10. Medical Examination:	0	0			
11. Pay Including Overtime:	0	0			
12. Promotion/Non-Selection:	0	0			
13. Reassignment:	0	0			
a. Denied:	0	0			
b. Directed:	0	0			
14. Reasonable Accommodation:	0	0			
15. Reinstatement:	0	0			
16. Retirement:	0	0			
17. Termination:	0	0			
18. Terms/Conditions of Employment:	0	0			
19. Time and Attendance:	0	0			
20. Training:	0	0			
21. Other: Hostile Work Environment	0	0			

VI. Status of all pending complaints	1st Quarter FY 2026	2nd Quarter FY 2026	3rd Quarter FY 2026	4th Quarter FY 2026	Year to Date Total
A. Number of complaints pending investigation:	2	1			
B. Number of complaints pending hearing:	0	0			
C. Number of complaints pending final agency action:	0	1			
D. Number of complaints in OFO:	0	1			
VII. Complaints not timely investigated	1st Quarter FY 2026	2nd Quarter FY 2026	3rd Quarter FY 2026	4th Quarter FY 2026	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	0	0			

Note: Timeframes reflected in this report represent actual calendar days. One investigation extended beyond 180 calendar days; however, a 43-day extension was applied due to a lapse in appropriations that impacted agency operations. When accounting for this period, the investigation was completed within the applicable regulatory timeframe.