International Boundary and Water 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

FY 2026 - 4th Qtr (cumulative through September 30, 2026)

Data Element	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	4th Qtr FY 2026
I. Complaint Activity						
A. Number of complaints filed during the fiscal year	**0**	**2**	**1**	**1**	**2**	**1**
B. Number of individuals filing those complaints (including as the agent of a class)	0	2	1	2	2	1
C. Number of individuals who filed two or more complaints	**0**	**0**	**0**	**0**	**0**	**0**
II. Bases Alleged in Complaints Filed During the Fiscal Year						
A. Race	**0**	**1**	**1**	**0**	**1**	**0**
1. American Indian or Alaska Native	0	0	0	0	0	0
2. Asian	0	1	0	0	0	0
3. Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
4. Black or African American	0	0	1	1	0	0
5. White	0	0	0	0	1	0
B. Color	0	0	1	1	0	0
C. Sex	**0**	**0**	**0**	**2**	**1**	**0**
1. Male	0	0	0	0	1	0
2. Female	0	0	0	2	0	0
D. Age	0	0	0	0	1	0
E. Religion	0	0	0	0	0	0
F. Reprisal	0	1	0	0	0	1
G. National Origin	0	0	0	0	0	0
H. Equal Pay Act	**0**	**0**	**0**	**0**	**0**	**0**
1. Male	0	0	0	0	0	0
2. Female	0	0	0	0	0	0
I. Disability	0	0	0	1	0	1
J. Genetic Information	0	0	0	0	0	0
K. Pregnancy, Childbirth, or Related Medical Conditions	0	0	0	0	0	0

L. Non-EEO Basis	**0**	**0**	**0**	**0**	**1**	**0**
III. Issues Alleged in Complaints Filed During the Fiscal Year						
A. Appointment/Hire	0	0	0	0	0	0
B. Assignment of Duties	0	1	0	0	0	1
C. Awards	0	0	0	0	0	0
D. Conversion to Full Time	0	0	0	0	0	0
E. Disciplinary Action	**0**	**0**	**0**	**0**	**1**	**0**
1. Demotion	0	0	0	0	0	0
2. Reprimand	0	0	0	0	1	0
3. Suspension	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0
5. Other	0	0	0	0	0	0
F. Duty Hours	0	0	0	0	0	0
G. Evaluation/Appraisal	0	0	0	0	0	1
H. Examination/Test	0	0	0	0	0	0
I. Harassment	**0**	**1**	**0**	**1**	**0**	**1**
1. Non-Sexual	0	1	0	1	0	1
2. Sexual	0	0	0	0	0	0
J. Medical Examination	0	0	0	0	0	0
K. Pay, Including Overtime	0	0	0	0	0	0
L. Promotion/Non-Selection	0	1	1	0	1	0
M. Reassignment	**0**	**0**	**0**	**1**	**0**	**0**
1. Denied	0	0	0	0	0	0
2. Directed	0	0	0	1	0	0
N. Reasonable Accommodation	0	0	0	0	0	1
O. Reinstatement	0	0	0	0	0	0
P. Retirement	0	0	0	0	0	0
Q. Termination	0	0	0	0	1	0
R. Terms/Conditions of Employment	0	1	0	0	1	1
S. Time and Attendance	0	0	0	0	0	0
T. Training	0	0	1	0	1	0

U. Other	**0**	**0**	**0**	**0**	**0**	**0**
IV. Complaint Processing Times and Dispositions						
A. All complaints pending for any length of time during the fiscal year	**0**	**3**	**1**	**3**	**5**	**3**
1. Average number of days for investigation	N/R	74	97	162	145	245
2. Average number of days for final agency action	N/R	0	0	0	N/R	36
B. Complaints pending during the fiscal year in which a hearing was not requested						**2**
1. Average number of days for investigation	N/R	N/R	N/R	N/R	N/R	241
2. Average number of days for final agency action	N/R	N/R	N/R	N/R	N/R	36
C. Complaints pending during the fiscal year in which a hearing was requested						**1**
1. Average number of days for investigation	128	130	128	154	162	249
2. Average number of days for final agency action	N/A	N/A	N/A	N/A	N/A	N/A
D. Number of complaints dismissed under 29 CFR 1614.107(a)	0	1	0	0	0	0
E. Average number of days complaints were pending before dismissal	0	0	0	0	0	N/A
F. Number of complaints withdrawn by complainants	0	0	0	0	0	0
V. Final Agency Actions Involving a Finding of Discrimination						
A. Total final agency actions involving a finding of discrimination	**0**	**0**	**0**	**0**	**0**	**0**
B. Number rendered without a hearing	0	0	0	0	0	0
C. Percentage rendered without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
D. Number rendered after a hearing	0	0	0	0	0	0
E. Percentage rendered after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
VI. Findings of Discrimination by Basis						
Race - total number	**0**	**0**	**0**	**0**	**0**	**0**
Race - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Race - number without a hearing	0	0	0	0	0	0
Race - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Race - number after a hearing	0	0	0	0	0	0
Race - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Color - total number	**0**	**0**	**0**	**0**	**0**	**0**
Color - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Color - number without a hearing	0	0	0	0	0	0
Color - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Color - number after a hearing	0	0	0	0	0	0
Color - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sex - total number	**0**	**0**	**0**	**0**	**0**	**0**
Sex - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sex - number without a hearing	0	0	0	0	0	0
Sex - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sex - number after a hearing	0	0	0	0	0	0
Sex - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Age - total number	**0**	**0**	**0**	**0**	**0**	**0**
Age - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Age - number without a hearing	0	0	0	0	0	0
Age - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Age - number after a hearing	0	0	0	0	0	0
Age - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Religion - total number	**0**	**0**	**0**	**0**	**0**	**0**
Religion - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Religion - number without a hearing	0	0	0	0	0	0
Religion - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Religion - number after a hearing	0	0	0	0	0	0
Religion - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reprisal - total number	**0**	**0**	**0**	**0**	**0**	**0**
Reprisal - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reprisal - number without a hearing	0	0	0	0	0	0
Reprisal - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reprisal - number after a hearing	0	0	0	0	0	0
Reprisal - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
National Origin - total number	**0**	**0**	**0**	**0**	**0**	**0**
National Origin - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
National Origin - number without a hearing	0	0	0	0	0	0
National Origin - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
National Origin - number after a hearing	0	0	0	0	0	0
National Origin - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Equal Pay Act - total number	**0**	**0**	**0**	**0**	**0**	**0**
Equal Pay Act - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Equal Pay Act - number without a hearing	0	0	0	0	0	0
Equal Pay Act - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Equal Pay Act - number after a hearing	0	0	0	0	0	0
Equal Pay Act - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disability - total number	**0**	**0**	**0**	**0**	**0**	**0**
Disability - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disability - number without a hearing	0	0	0	0	0	0
Disability - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disability - number after a hearing	0	0	0	0	0	0
Disability - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Genetic Information - total number	**0**	**0**	**0**	**0**	**0**	
Genetic Information - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Genetic Information - number without a hearing	**0**	**0**	**0**	**0**	**0**	
Genetic Information - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Genetic Information - number after a hearing	0	0	0	0	0	
Genetic Information - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pregnancy, Childbirth, or Related Medical Conditions - total number	**0**	**0**	**0**	**0**	**0**	
Pregnancy, Childbirth, or Related Medical Conditions - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pregnancy, Childbirth, or Related Medical Conditions - number without a hearing	0	0	0	0	0	
Pregnancy, Childbirth, or Related Medical Conditions - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pregnancy, Childbirth, or Related Medical Conditions - number after a hearing	0	0	0	0	0	
Pregnancy, Childbirth, or Related Medical Conditions - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-EEO Basis - total number	**0**	**0**	**0**	**0**	**0**	**0**
Non-EEO Basis - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-EEO Basis - number without a hearing	0	0	0	0	0	0
Non-EEO Basis - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-EEO Basis - number after a hearing	0	0	0	0	0	0
Non-EEO Basis - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
VII. Findings of Discrimination by Issue						

Appointment/Hire - total number	**0**	**0**	**0**	**0**	**0**	**0**
Appointment/Hire - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Appointment/Hire - number without a hearing	0	0	0	0	0	0
Appointment/Hire - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Appointment/Hire - number after a hearing	0	0	0	0	0	0
Appointment/Hire - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Assignment of Duties - total number	**0**	**0**	**0**	**0**	**0**	**0**
Assignment of Duties - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Assignment of Duties - number without a hearing	0	0	0	0	0	0
Assignment of Duties - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Assignment of Duties - number after a hearing	0	0	0	0	0	0
Assignment of Duties - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Awards - total number	**0**	**0**	**0**	**0**	**0**	**0**
Awards - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Awards - number without a hearing	0	0	0	0	0	0
Awards - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Awards - number after a hearing	0	0	0	0	0	0
Awards - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Conversion to Full Time - total number	**0**	**0**	**0**	**0**	**0**	**0**
Conversion to Full Time - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Conversion to Full Time - number without a hearing	0	0	0	0	0	0
Conversion to Full Time - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Conversion to Full Time - number after a hearing	0	0	0	0	0	0
Conversion to Full Time - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disciplinary Action - total number	**0**	**0**	**0**	**0**	**0**	**0**
Disciplinary Action - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disciplinary Action - number without a hearing	0	0	0	0	0	0
Disciplinary Action - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disciplinary Action - number after a hearing	0	0	0	0	0	0
Disciplinary Action - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Duty Hours - total number	**0**	**0**	**0**	**0**	**0**	**0**
Duty Hours - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Duty Hours - number without a hearing	0	0	0	0	0	0
Duty Hours - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Duty Hours - number after a hearing	0	0	0	0	0	0
Duty Hours - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Evaluation/Appraisal - total number	**0**	**0**	**0**	**0**	**0**	**0**
Evaluation/Appraisal - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Evaluation/Appraisal - number without a hearing	0	0	0	0	0	0
Evaluation/Appraisal - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Evaluation/Appraisal - number after a hearing	0	0	0	0	0	0
Evaluation/Appraisal - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Examination/Test - total number	**0**	**0**	**0**	**0**	**0**	**0**
Examination/Test - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Examination/Test - number without a hearing	0	0	0	0	0	0
Examination/Test - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Examination/Test - number after a hearing	0	0	0	0	0	0
Examination/Test - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Harassment - total number	**0**	**0**	**0**	**0**	**0**	**0**
Harassment - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Harassment - number without a hearing	0	0	0	0	0	0
Harassment - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Harassment - number after a hearing	0	0	0	0	0	0
Harassment - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Medical Examination - total number	**0**	**0**	**0**	**0**	**0**	**0**
Medical Examination - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Medical Examination - number without a hearing	0	0	0	0	0	0
Medical Examination - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Medical Examination - number after a hearing	0	0	0	0	0	0
Medical Examination - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pay, Including Overtime - total number	**0**	**0**	**0**	**0**	**0**	**0**
Pay, Including Overtime - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pay, Including Overtime - number without a hearing	0	0	0	0	0	0
Pay, Including Overtime - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Pay, Including Overtime - number after a hearing	0	0	0	0	0	0
Pay, Including Overtime - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotion/Non-Selection - total number	**0**	**0**	**0**	**0**	**0**	**0**
Promotion/Non-Selection - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotion/Non-Selection - number without a hearing	0	0	0	0	0	0
Promotion/Non-Selection - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotion/Non-Selection - number after a hearing	0	0	0	0	0	0
Promotion/Non-Selection - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reassignment - total number	**0**	**0**	**0**	**0**	**0**	**0**
Reassignment - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reassignment - number without a hearing	0	0	0	0	0	0
Reassignment - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reassignment - number after a hearing	0	0	0	0	0	0
Reassignment - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reasonable Accommodation - total number	**0**	**0**	**0**	**0**	**0**	**0**
Reasonable Accommodation - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reasonable Accommodation - number without a hearing	0	0	0	0	0	0
Reasonable Accommodation - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reasonable Accommodation - number after a hearing	0	0	0	0	0	0
Reasonable Accommodation - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reinstatement - total number	**0**	**0**	**0**	**0**	**0**	**0**
Reinstatement - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reinstatement - number without a hearing	0	0	0	0	0	0
Reinstatement - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reinstatement - number after a hearing	0	0	0	0	0	0
Reinstatement - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement - total number	**0**	**0**	**0**	**0**	**0**	**0**
Retirement - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement - number without a hearing	0	0	0	0	0	0
Retirement - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement - number after a hearing	0	0	0	0	0	0
Retirement - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Termination - total number	**0**	**0**	**0**	**0**	**0**	**0**
Termination - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination - number without a hearing	0	0	0	0	0	0
Termination - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination - number after a hearing	0	0	0	0	0	0
Termination - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Terms/Conditions of Employment - total number	**0**	**0**	**0**	**0**	**0**	**0**
Terms/Conditions of Employment - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Terms/Conditions of Employment - number without a hearing	0	0	0	0	0	0
Terms/Conditions of Employment - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Terms/Conditions of Employment - number after a hearing	0	0	0	0	0	0
Terms/Conditions of Employment - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Time and Attendance - total number	**0**	**0**	**0**	**0**	**0**	**0**
Time and Attendance - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Time and Attendance - number without a hearing	0	0	0	0	0	0
Time and Attendance - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Time and Attendance - number after a hearing	0	0	0	0	0	0
Time and Attendance - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Training - total number	**0**	**0**	**0**	**0**	**0**	**0**
Training - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Training - number without a hearing	0	0	0	0	0	0
Training - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Training - number after a hearing	0	0	0	0	0	0
Training - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other - total number	**0**	**0**	**0**	**0**	**0**	**0**
Other - percentage of all findings	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other - number without a hearing	0	0	0	0	0	0
Other - percentage without a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other - number after a hearing	0	0	0	0	0	0
Other - percentage after a hearing	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
VIII. Complaints First Filed Before the Start of FY 2026						
A. Number of complaints first filed before the start of the current fiscal year	**0**	**0**	**0**	**1**	**3**	**2**

B. Number of individuals who filed those complaints	0	0	0	1	3	2
C. Number pending at the investigation stage	0	1	1	0	1	0
D. Number pending at the hearing stage	0	0	2	1	2	1
E. Number pending at final agency action	0	0	0	0	0	0
F. Number pending at the appeal (OFO) stage	0	1	0	0	0	0
IX. Untimely Investigations						
Number of complaints not investigated within the time required by 29 CFR 1614.106(e)(2), plus authorized extensions	**0**	**0**	**0**	**0**	**0**	**1**

Note
During FY2026, the federal government experienced a 43-day lapse in appropriations. EEOC authorized a corresponding extension of applicable EEO complaint processing deadlines, which the agency accounted for in its reporting.