



# NO FEAR ACT DATA – [FY 2026 Q1]

## **Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107–174**

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## Complaint Activity

Complaint Activity	2021	2022	2023	2024	2025	2026 (Q1)
Number of complaints filed	4	6	6	11	16	1
Number of complainants	3	6	6	11	15	1
Repeat filers	1	0	0	0	1	0

## Complaints by Basis

<b>Race</b>	4	2	5	6	12	1
<b>Color</b>	0	0	4	4	7	0
<b>Religion</b>	0	0	0	1	0	0
<b>Reprisal</b>	3	1	4	6	11	1
<b>Sex</b>	4	3	3	2	12	1
<b>PDA</b>	0	0	0	0	0	0
<b>National Origin</b>	0	0	1	3	5	1
<b>Equal Pay Act</b>	0	2	2	0	3	0
<b>Age</b>	0	2	4	7	7	0
<b>Disability</b>	0	1	0	5	7	1
<b>Genetic Information</b>	0	1	0	0	0	0
<b>Non-EEO</b>	0	0	0	0	0	0

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

## Complaints by Issue

Complaints by Issue	2021	2022	2023	2024	2025	2026 (Q1)
Appointment/Hire	0	0	1	0	1	0
Assignment of Duties	0	1	0	0	0	0
Awards	0	0	0	1	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	1	0	0
Disciplinary Action: Suspension	0	1	0	0	1	0
Disciplinary Action: Other	0	0	1	0	3	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	1	1	2	4	6	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	1	0	3	6	10	1
Harassment: Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	1	1	1	1	3	0
Promotion/Non-Selection	2	0	3	3	4	0
Reassignment: Denied	0	0	0	0	1	0
Reassignment: Directed	0	0	0	0	2	1

Complaints by Issue	2021	2022	2023	2024	2025	2026 (Q1)
Reasonable Accommodation	0	1	0	2	4	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	1	0	2	0
Telework	0	0	0	0	0	0
Termination	0	1	0	2	3	0
Terms/Conditions of Employment	2	2	0	0	0	0
Time and Attendance	0	0	0	1	3	0
Training	0	0	1	2	0	0
Other	0	0	0	6	6	1

*Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*

## Processing Time

### Complaints Pending During the Fiscal Year

Complaints Pending During the Fiscal Year	2021	2022	2023	2024	2025	2026 (Q1)
Average number of days in investigation stage	157	128.8	285	111	283.14	236.67
Average number of days in final action stage	56	25	20.25	51.5	39.75	56

### Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2021	2022	2023	2024	2025	2026 (Q1)
Average number of days in investigation stage	177	233.63	123.50	203.75	253.20	221.25
Average number of days in final action stage	0	0	27	44	20	0

### Complaints Pending During Fiscal Year Where Hearing Was Not Requested

Complaints Pending During Fiscal Year Where Hearing Was Not Requested	2021	2022	2023	2024	2025	2026 (Q1)
Average number of days in investigation stage	138	103	170.50	176.60	359.00	267.50
Average number of days in final action stage	46	25	54	59	58.50	56

## Complaints Dismissed by Agency and Withdrawn by Complainants

### Complaints Dismissed by Agency

Complaints Dismissed by Agency	2021	2022	2023	2024	2025	2026 (Q1)
Total complaints dismissed by Agency	2	2	1	1	1	0
Average days pending prior to dismissal	0	1001.25	230	239	35	0

### Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	2021	2022	2023	2024	2025	2026 (Q1)
Total complaints withdrawn by complainants	1	0	0	1	2	0

## Total Final Actions Finding Discrimination

Total Final Actions Finding Discrimination	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q1) #	2026 (Q1) %
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

## Findings of Discrimination Rendered by Basis

### Total Number Findings

Total Number Findings	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q1) #	2026 (Q1) %
Total Number Findings	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
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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
Equal Pay Act	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
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

### Findings After Hearing

Findings After Hearing	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q1) #	2026 (Q1) %
Findings After Hearing	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
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0

<b>Findings After Hearing</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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
Equal Pay Act	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
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

### Findings Without Hearing

<b>Findings Without Hearing</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Findings Without Hearing	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
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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
Equal Pay Act	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
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0



<b>Findings Without Hearing</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*

## Findings of Discrimination Rendered by Issue

### Total Number Findings

<b>Total Number Findings</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Total Number Findings	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
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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

<b>Total Number Findings</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
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
Harassment: Total	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: 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
Reassignment: Total	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	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	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	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

### Findings After Hearing

<b>Findings After Hearing</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Findings After Hearing	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
Disciplinary action: Total	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Harassment: Total	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: 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

<b>Findings After Hearing</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	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	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	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

### Findings Without Hearing

<b>Findings Without Hearing</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Findings Without Hearing	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
Disciplinary action: Total	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Harassment: Total	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: 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

<b>Findings Without Hearing</b>	<b>2021 #</b>	<b>2021 %</b>	<b>2022 #</b>	<b>2022 %</b>	<b>2023 #</b>	<b>2023 %</b>	<b>2024 #</b>	<b>2024 %</b>	<b>2025 #</b>	<b>2025 %</b>	<b>2026 (Q1) #</b>	<b>2026 (Q1) %</b>
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	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	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	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

## Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2021	2022	2023	2024	2025	2026 (Q1)
Total Complaints from Previous Fiscal Years	5	3	1	3	3	15
Total Complainants	4	2	1	3	4	13

## Number Complaints Pending

Number Complaints Pending	2021	2022	2023	2024	2025	2026 (Q1)
Investigation	0	0	0	4	1	4
ROI Issued	0	0	0	0	0	1
Hearing	5	3	1	3	2	8
Final Action	2	0	0	2	0	1
Appeal with EEOC Office of Federal Operations	2	0	1	0	0	1

## Complaint Investigations

Complaint Investigations	2021	2022	2023	2024	2025	2026 (Q1)
Pending complaints where investigations exceed required time frames	2	0	0	0	0	0