

No FEAR Act Data – [FY 2021 Quarter 4]

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	2016	2017	2018	2019	2020	2021 Q4
Number of complaints filed	0	1	6	5	15	1
Number of complainants	0	1	5	5	15	1
Repeat filers	0	0	1	0	0	1

Complaints by Basis

Complaints by Basis	2016	2017	2018	2019	2020	2021 Q4
Race	0	1	4	3	9	1
Color	0	0	2	2	4	0
Religion	0	0	1	0	0	0
Reprisal	0	0	6	4	8	1
Sex	0	0	2	3	9	1
National Origin	0	0	0	1	0	0
Equal Pay Act	0	0	1	1	2	0
Age	0	1	2	2	7	0
Disability	0	1	2	3	2	0
Genetic information	0	0	0	0	0	0
Non-EEO	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 Issue¹

Complaints by Issue	2016	2017	2018	2019	2020	2021 Q4
Appointment/Hire	0	0	0	0	2	0
Assignment of Duties	0	0	0	0	2	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	1	0	0	0
Disciplinary Action: Reprimand	0	0	1	1	2	0
Disciplinary Action: Removal	0	0	1	0	1 ²	0
Disciplinary Action: Suspension	0	0	0	0	0	0
Disciplinary Action: Other	0	0	1	0	2	0
Duty Hours	0	0	0	1	0	0
Evaluation/Appraisal	0	0	2	2	5	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	2	2	8	0
Harassment: Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (including Overtime)	0	0	1	1	2	0
Promotion/Non-Selection	0	1	2	0	1	1

¹ Based on EEOC guidance and after careful review of issues alleged in complaints this year, we have changed some issues, thus causing a discrepancy in the total number of alleged issues in FY2020.

² Based on EEOC guidance and upon review of Q2 cases, we are adding “Disciplinary removal” to one of the issues alleged in formal complaints filed this year.

Complaints by Issue	2016	2017	2018	2019	2020	2021 Q4
Reassignment: Denied	0	0	0	0	0	0
Reassignment: Directed	0	0	0	1	0	0
Reasonable Accommodation	0	0	0	2	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	4	5	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	1	0	0
Other	0	0	0	0	0	0

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	2016	2017	2018	2019	2020	2021 Q4
Average number of days in investigation stage	276	285	111	155	140	152
Average number of days in final action stage	41	34	59	32	49	56

Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2016	2017	2018	2019	2020	2021 Q4
Average number of days in investigation stage	313	321	185	199	175	184
Average number of days in final action stage	24	15	0	7	0	0

Complaints Pending During Fiscal Year Where Hearing Was Not Requested

Complaints Pending During Fiscal Year Where Hearing Was Not Requested	2016	2017	2018	2019	2020	2021 Q4
Average number of days in investigation stage	192	189	81	110	122	133
Average number of days in final action stage	48	54	59	57	49	56

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2016	2017	2018	2019	2020	2021 Q4
Total Complaints from Previous Fiscal Years	13	10	1	5	8	5
Total Complainants	13	9	1	4	8	4

Number Complaints Pending

Number Complaints Pending	2016	2017	2018	2019	2020	2021 Q4
Investigation	1	1	3	5	7	0
Hearing	6	7	2	1	3	5
Final Action	2	0	0	1	0	0
Appeal with EEOC Office of Federal Operations	4	3	0	0	0	2

Complaint Investigations

Complaint Investigations	2016	2017	2018	2019	2020	2021 Q4
Pending complaints where investigations exceed required time frames	1	0	1	1	1	0