



# NO FEAR ACT DATA – [FY 2025]

## **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	2020	2021	2022	2023	2024	2025 (Q3)
Number of complaints filed	15	4	6	6	11	12
Number of complainants	15	3	6	6	11	12
Repeat filers	4	1	0	0	0	0

## Complaints by Basis

Race	9	4	2	5	6	8
Color	4	0	0	4	4	4
Religion	0	0	0	0	1	0
Reprisal	9	3	1	4	6	8
Sex	9	4	3	3	2	8
PDA	0	0	0	0	0	0
National Origin	0	0	0	1	3	2
Equal Pay Act	2	0	2	2	0	3
Age	7	0	2	4	7	4
Disability	2	0	1	0	5	5
Genetic Information	0	0	1	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 Issue<sup>1</sup>

Complaints by Issue	2020	2021	2022	2023	2024	2025 (Q3)
Appointment/Hire	3	0	0	1	0	1
Assignment of Duties	3	0	1	0	0	0
Awards	0	0	0	0	1	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand	2	0	0	0	0	0
Disciplinary Action: Removal	1 <sup>2</sup>	0	0	0	1	0
Disciplinary Action: Suspension	0	0	1	0	0	0
Disciplinary Action: Other	1	0	0	1	3	2
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	5	1	1	2	4	6
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	8	1	0	3	6	8
Harassment: Sexual	0	0	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	6	1	1	1	1	3

<sup>1</sup> 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.

<sup>2</sup> Based on EEOC guidance and upon review of Q2 cases, we are adding “Disciplinary Action: Removal” to one of the issues alleged in formal complaints filed this year.

<b>Complaints by Issue</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>
Promotion/Non-Selection	5	2	0	3	3	4
Reassignment: Denied	0	0	0	0	0	1
Reassignment: Directed	0	0	0	0	0	1
Reasonable Accommodation	0	0	1	0	2	2
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	0	1	0	1
Telework	2	0	0	0	0	0
Termination	0	0	1	0	2	3
Terms/Conditions of Employment	6	2	2	0	0	0
Time and Attendance	1	0	0	0	1	2
Training	0	0	0	1	2	0
Other	0	0	0	0	6	5

*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

<b>Complaints Pending During the Fiscal Year</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>

Average number of days in investigation stage	140	157	128.8	285	111	324.4
Average number of days in final action stage	53	56	25	20.25	51.5	61

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

<b>Complaints Pending During Fiscal Year Where Hearing Was Requested</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>
Average number of days in investigation stage	175	177	233.63	123.50	203.75	324
Average number of days in final action stage	0	0	0	27	44	0

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

<b>Complaints Pending During Fiscal Year Where Hearing Was Not Requested</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>
Average number of days in investigation stage	122	138	103	170.50	176.60	308.5
Average number of days in final action stage	49	46	25	54	59	60

## Complaints Dismissed by Agency and Withdrawn by Complainants

### Complaints Dismissed by Agency

<b>Complaints Dismissed by Agency</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>
Total complaints dismissed by Agency	3	2	2	1	1	1
Average days pending prior to dismissal	39	0	1001.25	230	239	35

### Complaints Withdrawn by Complainants

<b>Complaints Withdrawn by Complainants</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>
Total complaints withdrawn by complainants	8	1	0	0	1	2

## Total Final Actions Finding Discrimination

<b>Total Final Actions Finding Discrimination</b>	<b>2020 #</b>	<b>2020 %</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 (Q3) #</b>	<b>2025 (Q3) %</b>
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	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 (Q3)#	2025 (Q3)%
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	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 (Q3)#	2025 (Q3)%
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>2020 #</b>	<b>2020 %</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 (Q3) #</b>	<b>2025 (Q3) %</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>2020 #</b>	<b>2020 %</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 (Q3) #</b>	<b>2025 (Q3) %</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
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	Total Number Findings											
	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 (Q3)#	2025 (Q3)%
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
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

<b>Total Number Findings</b>	<b>2020 #</b>	<b>2020 %</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 (Q3)#</b>	<b>2025 (Q3)%</b>
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>2020 #</b>	<b>2020 %</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 (Q3)#</b>	<b>2025 (Q3)%</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

<b>Findings After Hearing</b>	<b>2020 #</b>	<b>2020 %</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 (Q3)#</b>	<b>2025 (Q3)%</b>
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
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

<b>Findings After Hearing</b>	<b>2020 #</b>	<b>2020 %</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 (Q3)#</b>	<b>2025 (Q3)%</b>
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>2020 #</b>	<b>2020 %</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 (Q3)#</b>	<b>2025 (Q3)%</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

<b>Findings Without Hearing</b>	<b>2020 #</b>	<b>2020 %</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 (Q3)#</b>	<b>2025 (Q3)%</b>
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
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

<b>Findings Without Hearing</b>	<b>2020 #</b>	<b>2020 %</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 (Q3)#</b>	<b>2025 (Q3)%</b>
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

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>
Total Complaints from Previous Fiscal Years	8	5	3	1	3	6
Total Complainants	8	4	2	1	3	6

## Number Complaints Pending

<b>Number Complaints Pending</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 (Q3)</b>
Investigation	7	0	0	0	4	0
ROI Issued	0	0	0	0	0	1
Hearing	3	5	3	1	3	4
Final Action	0	2	0	0	2	1
Appeal with EEOC Office of Federal Operations	0	2	0	1	0	0

## Complaint Investigations

Complaint Investigations	2020	2021	2022	2023	2024	2025 (Q3)
Pending complaints where investigations exceed required time frames	1	2	0	0	0	0