No FEAR Act FY26 Q4 Report

Comparative Data	Previous Fiscal Year Data					
Complaint Activity	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Number of Complaints Filed	48	102	65	96	114	79
Number of Complainants	47	100	63	94	113	78
Repeat Filers	1	2	2	2	1	1

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .*	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Race	20	12	12	25	36	18
Color	4	5	5	11	16	9
Religion	3	46	10	15	15	18
Reprisal	22	24	42	50	70	48
Sex	18	18	37	40	65	32
Pregnancy Discrimination Act	2	3	1	1	5	4
National Origin	5	7	17	22	16	10
Equal Pay Act	0	1	1	0	0	0
Age	7	8	17	16	37	13
Disability	7	67	22	40	24	32
Genetic Information Non-Disclosure	0	0	1	0	5	0
Non-EEO	0	0	0	0	5	1

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue *Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Appointment/Hire	1	2	3	1	2	4
Assignment of Duties	8	9	20	16	16	0
Awards	3	0	3	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action:						
Demotion	0	0	0	1	0	0
Reprimand	1	6	7	9	2	0
Removal	2	6	2	5	0	1
Suspension	0	1	0	1	0	0
Letter of Warning	5	2	4	4	1	0
Other	0	0	0	0	0	9
Duty Hours	0	1	1	2	1	0
Evaluation Appraisal	8	9	15	16	15	19
Examination/Test	0	0	0	1	0	1
Harassment:						
Non-Sexual	20	84	56	83	110	78
Sexual	2	1	6	5	3	0
Medical Examination	0	0	1	2	0	1
Pay (Including Overtime)	2	0	2	9	2	2
Promotion/Non-Selection	13	7	15	6	12	3
Reassignment:						
Denied	5	1	2	1	8	0
Directed	0	5	2	2	4	0
Reasonable Accommodation	1	7	4	16	3	6
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	37	0	0	0	0

Retirement	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	4	3	8	10	20	6
Terms/Conditions of Employment	10	59	22	34	46	42
Time and Attendance	4	4	2	2	4	2
Training	2	7	4	4	4	5
Other	0	0	1	0	4	0

Comparative Data	Previous Fiscal Year Data					
Processing Time	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Complaints pending during fiscal year						
Average number of days in investigation stage	343	255	248	267	268	248
Average number of days in final action stage	80	50	51	49	53	43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	370	277	243	272	279	307
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	311	228	231	258	257	243
Average number of days in final action stage	85	59	57	57	52	63

Comparative Data	Previous Fiscal Year Data					
Complaints Dismissed by Agency	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Total Complaints Dismissed by Agency	11	5	3	13	15	17
Average days pending prior to dismissal	49	22	27	26	28	75
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	5	1	10	11	10

Comparative Data	Previous Fiscal Year Data					
Pending Complaints Filed in Previous Fiscal Years by Status	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Total complaints from previous Fiscal Years	56	54	54	112	167	192
Total Complainants	54	46	49	104	148	175
Number complaints pending						
Investigation	0	5	3	1	55	76
ROI Issued, Pending Complainants Action	0	1	1	2	1	0
Hearing	49	30	25	29	29	45
Final Action	9	4	1	9	4	6
Appeal with EEOC Office of Federal Operations	3	14	24	71	72	65

Comparative Data	Previous Fiscal Year Data					
Complaint Investigations	**2021**	**2022**	**2023**	**2024**	**2025**	**2026**
Pending Complaints Where Investigations Exceeds Required Time Frames	21	22	1	8	0	2

Comparative Data	Previous Fiscal Year Data											
Total Final Actions Finding Discrimination	**2021 #**	**2021 %**	**2022 #**	**2022 %**	**2023 #**	**2023 %**	**2024 #**	**2024 %**	**2025 #**	**2025 %**	**2026 #**	**2026 %**
Total Number Findings	2		1		2		1		4		1	
Without Hearing	2	100%	1	100%	2	100%	1	100%	3	75%	1	100%
With Hearing	0	0	0	0	0	0	0	0	1	25%	0	0

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Basis *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**2021 #**	**2021 %**	**2022 #**	**2022 %**	**2023 #**	**2023 %**	**2024 #**	**2024 %**	**2025 #**	**2025 %**	**2026 #**	**2026 %**
Total Number Findings												
Race	0	0	0	0	0	0	0	0	1	12.5%	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	1	100%	1	100%	0	0	0	0	2	25%	0	0%
Sex	0	0	0	0	0	0	0	0	1	12.5%	0	0%
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	1	12.5%	0	0%
National Origin	0	0	0	0	0	0	0	0	1	12.5%	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	1	100%	0	0	2	100%	1	100%	2	25%	1	100%
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												
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	1	50.0%	0	0%
Sex	0	0	0	0	0	0	0	0	0	0	0	0%
Pregnancy Discrimination Act	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												
Race	0	0	0	0	0	0	0	0	1	100%	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	1	100%	1	100%	0	0	0	0	1	50.0%	0	0%
Sex	0	0	0	0	0	0	0	0	1	100%	0	0%
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	1	100%	0	0%
National Origin	0	0	0	0	0	0	0	0	1	100%	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	1	100%	0	0	2	100%	1	100%	2	100%	1	100%
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%

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue	**2021 #**	**2021 %**	**2022 #**	**2022 %**	**2023 #**	**2023 %**	**2024#**	**2024%**	**2025 #**	**2025 %**	**2026 #**	**2026 %**
Total Number Findings												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0%
Assignment of Duties	0	0	1	100%	1	33.33%	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:												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0%
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0%

Suspension	0	0	0	0	0	0	0	0	0	0	0	0%
Removal	0	0	0	0	0	0	0	0	0	0	0	0%
Disciplinary Warning	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	1	11%	0	0%
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0%
Harassment:												
Non-Sexual	1	100%	1	100%	1	33.33%	0	0	4	44%	1	100%
Sexual	0	0	0	0	0	0	0	0	0	0	0	0%
Medical Examination	0	0	0	0	0	0	1	100%	0	0	0	0%
Pay (Including Overtime)	1	1	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:												
Denied	0	0	0	0	0	0	0	0	0	0	0	0%
Directed	0	0	0	0	0	0	0	0	0	0	0	0%
Reasonable Accommodation Disability	0	0	0	0	1	33.33%	0	0	1	11%	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	1	1	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	1	11%	0	0%
Other	0	0	0	0	0	0	0	0	2	22%	0	0%
Findings After Hearing												
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:												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Warning	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:												
Non-Sexual	0	0	0	0	0	0	0	0	1	25%	0	0%
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:												
Denied	0	0	0	0	0	0	0	0	0	0	0	0%
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	1	50%	0	0%
Findings Without Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0%
Assignment of Duties	0	0	0	0	1	33.33%	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:												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0%
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0%
Suspension	0	0	0	0	0	0	0	0	0	0	0	0%
Removal	0	0	0	0	0	0	0	0	0	0	0	0%
Disciplinary Warning	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	1	100%	0	0%
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0%
Harassment:												
Non-Sexual	1	100%	0	0	1	33.33%	0	0	3	75%	1	100%
Sexual	0	0	0	0	0	0	0	0	0	0	0	0%
Medical Examination	0	0	0	0	0	0	1	100%	0	0	0	0%
Pay (Including Overtime)	1	100%	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:												
Denied	0	0	0	0	0	0	0	0	0	0	0	0%
Directed	0	0	0	0	0	0	0	0	0	0	0	0%
Reasonable Accommodation	0	0	0	0	1	33.33%	0	0	1	100%	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	1	100%	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	1	100%	0	0%
Other	0	0	0	0	0	0	0	0	0	0	0	0%