

No FEAR Act FY25 Q3 Report

Comparative Data	Previous Fiscal Year Data					
Complaint Activity	2020	2021	2022	2023	2024	2025 thru 06-30
Number of Complaints Filed	31	48	102	65	96	94
Number of Complainants	31	47	100	63	94	93
Repeat Filers	0	1	2	2	2	1

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis	2020	2021	2022	2023	2024	2025 thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .</i>						
Race	8	20	12	12	25	31
Color	5	4	5	5	11	13
Religion	1	3	46	10	15	13
Reprisal	21	22	24	42	50	56
Sex	15	18	18	37	40	52
Pregnancy Discrimination Act	0	2	3	1	1	3
National Origin	2	5	7	17	22	11
Equal Pay Act	0	0	1	1	0	0
Age	6	7	8	17	16	31
Disability	8	7	67	22	40	20
Genetic Information Non-Disclosure	2	0	0	1	0	2
Non-EEO	1	0	0	0	0	4

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue	2020	2021	2022	2023	2024	2025 thru 06-30
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	1	1	2	3	1	1
Assignment of Duties	13	8	9	20	16	9
Awards	0	3	0	3	1	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	2	1	6	7	9	0
Removal	5	2	6	2	5	0
Suspension	1	0	1	0	1	0
Letter of Warning	1	5	2	4	4	1
Other	0	0	0	0	0	0
Duty Hours	1	0	1	1	2	0
Evaluation Appraisal	9	8	9	15	16	15
Examination/Test	1	0	0	0	1	0
Harassment						
Non-Sexual	18	20	84	56	83	90
Sexual	6	2	1	6	5	3
Medical Examination	2	0	0	1	2	0
Pay (Including Overtime)	1	2	0	2	9	2
Promotion/Non-Selection	5	13	7	15	6	11
Reassignment						
Denied	7	5	1	2	1	4
Directed	2	0	5	2	2	5

Reasonable Accommodation	5	1	7	4	16	3
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	37	0	0	1
Retirement	0	1	0	1	0	0
Sex-StereoTyping	1	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	4	3	8	10	16
Terms/Conditions of Employment	5	10	59	22	34	39
Time and Attendance	0	4	4	2	2	4
Training	7	2	7	4	4	4
Other	13	0	0	1	0	2

Comparative Data	Previous Fiscal Year Data					
Processing Time	2020	2021	2022	2023	2024	2025 thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation stage	390	343	255	248	267	263
Average number of days in final action stage	71	80	50	51	49	52
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	373	370	277	243	272	271
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	312	311	228	231	258	264
Average number of days in final action stage	90	85	59	57	57	51

Comparative Data	Previous Fiscal Year Data					
Complaints Dismissed by Agency	2020	2021	2022	2023	2024	2025 thru 06-30
Total Complaints Dismissed by Agency	6	11	5	3	13	13
Average days pending prior to dismissal	66	49	22	27	26	26
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	1	5	1	10	8

Comparative Data	Previous Fiscal Year Data					
Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 thru 06-30
Total complaints from previous Fiscal Years	41	56	54	54	112	173
Total Complainants	40	54	46	49	104	154
Number complaints pending						
Investigation	4	0	5	3	1	61
ROI Issued, Pending Complainants Action	0	0	1	1	2	3
Hearing	34	49	30	25	29	30
Final Action	1	9	4	1	9	4
Appeal with EEOC Office of Federal Operations	2	3	14	24	71	70

Comparative Data	Previous Fiscal Year Data					
Complaint Investigations	2020	2021	2022	2023	2024	2025 thru 06-30

Comparative Data	Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%	2025 #	2025 %
Total Number Findings												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100%	1	33.33%	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	1	100%	1	100%	1	33.33%	0	0	2	50%
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	100%	0	0
Pay (Including Overtime)	0	0	1	1	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	1	100%	0	0	0	0	1	33.33%	0	0	1	25%
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	1	1	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	1	25%
Other	0	0	0	0	0	0	0	0	0	0	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	0	0	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

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