## 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		Previou	s Fiscal Ye	ar Data		
Complaints by Basis  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	2025 thru 06-30
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		Previou	s Fiscal Ye	ear Data		
Complaints by Issue Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2020	2021	2022	2023	2024	2025 thru 06-30
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		Previou	s Fiscal Ye	ear 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		Previou	s Fiscal Ye	ar 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		Previou	s Fiscal Ye	ear 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			

Pending Complaints Where Investigations Exceeds Requir	ed Time	21	22	1	Q	1
Frames	J4	21			0	1

Comparative Data		Previous Fiscal Year Data										
Total Final Actions Finding Discrimination	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %
Total Number Findings	1		2		1		2		1		2	
Without Hearing	1	100%	2	100%	1	100%	2	100%	1	100%	2	100%
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0%

Comparative Data					Previous F	iscal Year Da	ta					
Findings of Discrimination Rendered by Basis												
Note: Complaints can be filed alleging multiple bases. The sum of	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%	2025 #	2025 %
the bases may not equal total complaints filed.												1
Total Number Findings												
Race	0	0	0	0	0	0	0	0	0	0	1	20%
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	1	100%	1	100%	0	0	0	0	1	20%
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	1	20%
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%	1	100%	0	0	2	100%	1	100%	2	40%
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	0	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	0	0	1	100%
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	1	100%	1	100%	0	0	0	0	1	100%
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		100%
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	
Age	0		0	0	0		0	0	0	0	0	0
Disability	1	100%	1	100%	0		2	100%	1	100%	2	100%
Genetic Information	0		0				0			0		
Non-EEO	0		0				0			0		

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		
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		
Conversion to Full-time	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		
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		
Examination/Test	0	0	0	0	0	0 (	0 0	0	0	0	0		
Harassment											نسين		
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		
Medical Examination	0		0	0	0	•	0 0	1	100%	0	0		
Pay (Including Overtime)	0		1	1	0	0 0	0	0	0	0	0		
Promotion/Non-Selection	0		0	0	0	0	0	0	0	0	0		
Reassignment		Ü	Ţ.	J	J			Ţ,	ű	ű			
Denied	0	0	0	0	0	0	0	0	0	0	0		
Directed	0	0	0	0	0	-	0 0	0	0	0	0		
Reasonable Accommodation Disability	1	100%	0	0	0		33.33%	0	0	1	25%		
Reinstatement	0		0	0	0	-	0 0	0	0	0	0		
Religious Accommodation	0		0	0	0		0 0	0	0	0	0		
Retirement	0	_	0	0	0	<u> </u>		0	0	0	0		
Sex-Stereotyping	0		0	0	0	0 0	0 0	0	0	0	0		
Telework	0		0	0	0	-	$\frac{3}{0}$	0	0	0	0		
Termination	0		0	0	0		0 0	0	0	0	0		
Terms/Conditions of Employment	0		1	1	0	-	$\frac{3}{0}$	0	0	0	0		
Time and Attendance	0		0	0	0	•		0	0	0	0		
Training	0		0	0	0	•		0	0	1	25%		
Other	0		0	0	0	<u> </u>	0 0	0	0	0	0		
Findings After Hearing		Ü	J	J	J			Ü	Ü	Ü			
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0		
Assignment of Duties	0		0	0					0		0		
Awards	0		0	0	0	-	0 0	0	0	0	0		
Conversion to Full-time	0		0				0		0	0	0		
Disciplinary Action	ű	J	j	ÿ	J	J		Ü	Ü	Ü			
Demotion	0	0	0	0	0	0	0	0	0	0	0		
Reprimand	0		0	0			0 0		0				
Suspension	0		0	0				0	0		0		
Removal	0		0		0		$\frac{3}{0}$	0	0				
Disciplinary Warning	0		0	0	0			0	0				
Duty Hours	0		0	0	0	-		0	0	n	0		
Evaluation/Appraisal	0		0	0			$\frac{0}{0}$	0	0	0	0		
Examination/Test	0		0	0					0	n	0		
Harassment		5											
Non-Sexual	0	0	0	0	0	0 (	0	0	0	0	0		
Sexual	0		0		_	-			0		0		
Medical Examination	0		0						0		0		
Predical Examination		U	U		U	U <sub>I</sub> U	<u> </u>	ı U	U	U			

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	0	0	0	0

Findings Without Hearing										
Appointment/Hire	0	0 0	0	C	0	0	0	0 (	0	0
Assignment of Duties	0	0 0	0	C	0	1	33.33%	0 (	0	0
Awards	0	0 0	0	C	0	0	0	0 (	0	0
Conversion to Full-time	0	0 0	0	C	0	0	0	0 (	0	0
Disciplinary Action										
Demotion	0	0 0	0	C	0	0	0	0	0	0
Reprimand	0	0 0	0	C	0	0	0	0	0	0
Suspension	0	0 0	0	C	0	0	0	0 (	0	0
Removal	0	0 0	0	C	0	0	0	0	0	0
Disciplinary Warning	0	0 0	0	C	0	0	0	0	0	0
Duty Hours	0	0 0	0	C	0	0	0	0 (	0	0
Evaluation/Appraisal	0	0 0	0	0	0	0	0	0	0	0
Examination/Test	0	0 0	0	O	0	0	0	0	0	0
Harassment										
Non-Sexual	0	0 1	100%	0	0	1	33.33%	0	2	100%
Sexual	0	0 0	0	0	0	0	0	0	0	0
Medical Examination	0	0 0	0	C	0	0	0	1 100%	0	0
Pay (Including Overtime)	0	0 1	100%	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0 0	0	0	0	0	0	0	0	0
Reassignment										
Denied	0	-	0	C	0	0	0	0	0	0
Directed	0	0 0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	100% 0	0	0	0	1	33.33%	0	1	100%
Reinstatement	0			C	0	0	-	0	0	0
Religious Accommodation	0	L	0	C	0	0	0	0	0	0
Retirement	0	0 0	0	C	0	0	0	0	0	0
Sex-Stereotyping	0	-	0	C	0	0	0	0	0	0
Telework	0		0	C	0	0	0	0	0	0
Termination	0	-		C	0	0	0	0	0	0
Terms/Conditions of Employment	0		10070	C	0	0	-	0 (		0
Time and Attendance	0		0	0	0	0	0	0 (	0	0
Training	0		0	C	0		_	0 (	1	100%
Other	0	0 0	0	C	0	0	0	0	0	0