	A	B	C	D	E	F	G	H	I	J	K	L	M
1	**No FEAR Act FY21 Q2 Report**												
2	**Comparative Data**	**Previous Fiscal Year Data**											
3	**Complaint Activity**	**2016**	**2017**	**2018**	**2019**	**2020**	**2nd Qtr FY21**						
4	Number of Complaints Filed	43	26	39	25	31	18						
5	Number of Complainants	41	26	39	24	31	18						
6	Repeat Filers	2	0	0	1	0	0						
7	**Comparative Data**	**Previous Fiscal Year Data**											
8	**Complaints by Basis** *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**2016**	**2017**	**2018**	**2019**	**2020**	**2nd Qtr FY21**						
9	Race	8	8	8	4	8	10						
10	Color	1	1	4	0	5	1						
11	Religion	3	5	1	0	1	2						
12	Reprisal	30	11	24	16	21	11						
13	Sex	20	9	20	9	15	11						
14	Pregnancy Discrimination Act	1	4	0	0	0	1						
15	National Origin	7	0	4	4	2	3						
16	Equal Pay Act	1	0	0	0	0	0						
17	Age	12	5	8	7	6	4						
18	Disability	12	12	12	13	8	3						
19	Genetic Information Non-Disclosure	0	1	0	0	2	0						
20	Non-EEO	0	0	1	0	1	0						
21	**Comparative Data**	**Previous Fiscal Year Data**											
22	**Complaints by Issue** *Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**2016**	**2017**	**2018**	**2019**	**2020**	**2nd Qtr FY21**						
23	Appointment/Hire	4	2	6	2	1	0						
24	Assignment of Duties	11	7	9	9	13	2						
25	Awards	5	1	2	3	0	1						
26	Conversion to Full-time	0	1	0	0	0	0						
27	**Disciplinary Action**												
28	Demotion	0	0	0	0	0	0						
29	Reprimand	7	1	2	5	2	0						
30	Removal	0	0	0	4	5	1						
31	Suspension	1	4	0	0	1	0						
32	Letter of Warning	4	5	2	1	1	1						
33	Other	0	0	0	0	0	0						
34	Duty Hours	17	1	0	2	2	0						
35	Evaluation Appraisal	26	9	11	17	17	2						
36	Examination/Test	0	1	0	0	0	0						
37	**Harassment**												
38	Non-Sexual	28	12	21	15	18	12						
39	Sexual	2	2	0	0	6	0						
40	Medical Examination	4	2	0	4	2	0						
41	Pay (Including Overtime)	6	4	0	1	1	0						
42	Promotion/Non-Selection	37	5	12	11	5	4						
43	**Reassignment**												
44	Denied	6	1	4	5	7	1						
45	Directed	6	1	3	4	2	0						
46	Reasonable Accommodation	12	4	4	1	5	0						
47	Reinstatement	0	0	0	0	0	0						
48	Religious Accommodation	0	0	0	0	0	0						
49	Retirement	2	1	0	1	0	0						
50	Sex-StereoTyping	0	0	0	0	1	0						
51	Telework	0	0	0	0	0	0						
52	Termination	3	2	3	3	2	1						
53	Terms/Conditions of Employment	20	10	20	13	5	0						
54	Time and Attendance	12	1	3	4	0	1						
55	Training	11	6	3	1	7	0						
56	Other	0	0	0	0	13	0						
57	**Comparative Data**	**Previous Fiscal Year Data**											
58	**Processing Time**	**2016**	**2017**	**2018**	**2019**	**2020**	**2nd Qtr FY21**						
59	**Complaints pending during fiscal year**												
60	Average number of days in investigation stage	453	613	615	436	390	381						
61	Average number of days in final action stage	72.5	63	58	57	71	84						
62	**Complaint pending during fiscal year where hearing was requested**												
63	Average number of days in investigation stage	319.33	643	609	397	373	396						
64	Average number of days in final action stage	94	0	40	0	0	0						
65	**Complaint pending during fiscal year where hearing was not requested**												
66	Average number of days in investigation stage	433.66	604	661	508	312	349						
67	Average number of days in final action stage	59.6	63	61	58.5	90	136						
68	**Comparative Data**	**Previous Fiscal Year Data**											
69	**Complaints Dismissed by Agency**	**2016**	**2017**	**2018**	**2019**	**2020**	**2nd Qtr FY21**						
70	Total Complaints Dismissed by Agency	12	13	6	3	6	2						
71	Average days pending prior to dismissal	61	100	159	35	66	83						
72	**Complaints Withdrawn by Complainants**												
73	Total Complaints Withdrawn by Complainants	2	2	3	2	5	1						
74	**Comparative Data**	**Previous Fiscal Year Data**											
75	**Pending Complaints Filed in Previous Fiscal Years by Status**	**2016**	**2017**	**2018**	**2019**	**2020**	**2nd Qtr FY21**						
76	Total complaints from previous Fiscal Years	50	70	46	48	41	61						
77	Total Complainants	42	63	44	47	40	59						
78	**Number complaints pending**												
79	Investigation	13	28	7	2	4	7						
80	ROI Issued, Pending Complainants Action	0	1	1	1	0	1						
81	Hearing	28	31	30	36	34	42						
82	Final Action	2	4	1	6	1	6						
83	Appeal with EEOC Office of Federal Operations	7	6	7	3	2	5						
84	**Comparative Data**	**Previous Fiscal Year Data**											
85	**Complaint Investigations**	**2016**	**2017**	**2018**	**2019**	**2020**	**2nd Qtr FY21**						
86	Pending Complaints Where Investigations Exceeds Required Time Frames	15	23	14	31	34	13						
87	**Comparative Data**	**Previous Fiscal Year Data**											
88	**Total Final Actions Finding Discrimination**	**2016#**	**2016%**	**2017#**	**2017%**	**2018#**	**2018%**	**2019#**	**2019%**	**2020#**	**2020 %**	**2021 #**	**2021 %**
89	Total Number Findings	0		1		0		1		1		0	
90	Without Hearing	0	0	0	0	0	0	0	0	1	100	0	0
91	With Hearing	0	0	1	100%	0	0%	1	100%	0	0%	0	0
92	**Comparative Data**	**Previous Fiscal Year Data**											
93	**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.*	**2016 #**	**2016%**	**2017 #**	**2017 %**	**2018 #**	**2018 %**	**2019 #**	**2019%**	**2020#**	**2020 %**	**2021 #**	**2021 %**
94	**Total Number Findings**												
95	Race	0	0	0	0	0	0	0	0	0	0	0	0
96	Color	0	0	0	0	0	0	0	0	0	0	0	0
97	Religion	0	0	0	0	0	0	0	0	0	0	0	0
98	Reprisal	0	0	1	100%	0	0	1	100%	0	0	0	0
99	Sex	0	0	1	100%	0	0	1	100%	0	0	0	0
100	Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
101	National Origin	0	0	0	0	0	0	0	0	0	0	0	0
102	Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
103	Age	0	0	1	100%	0	0	0	0	0	0	0	0
104	Disability	0	0	1	100%	0	0	1	100%	1	100%	0	0
105	Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
106	Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
107	**Findings After Hearing**												
108	Race	0	0	0	0	0	0	0	0	0	0	0	0
109	Color	0	0	0	0	0	0	0	0	0	0	0	0
110	Religion	0	0	0	0	0	0	0	0	0	0	0	0
111	Reprisal	0	0	1	100%	0	0	1	100%	0	0	0	0
112	Sex	0	0	1	100%	0	0	1	100%	0	0	0	0
113	Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
114	National Origin	0	0	0	0	0	0	0	0	0	0	0	0
115	Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
116	Age	0	0	1	100%	0	0	0	0	0	0	0	0
117	Disability	0	0	1	100%	0	0	1	100%	0	0	0	0
118	Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0

	A	B	C	D	E	F	G	H	I	J	K	L	M
119	Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
120	**Findings Without Hearing**												
121	Race	0	0	0	0	0	0	0	0	0	0	0	0
122	Color	0	0	0	0	0	0	0	0	0	0	0	0
123	Religion	0	0	0	0	0	0	0	0	0	0	0	0
124	Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
125	Sex	0	0	0	0	0	0	0	0	0	0	0	0
126	Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
127	National Origin	0	0	0	0	0	0	0	0	0	0	0	0
128	Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
129	Age	0	0	0	0	0	0	0	0	0	0	0	0
130	Disability	0	0	0	0	0	0	0	0	1	100%	0	0
131	Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
132	Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
133	**Comparative Data**	**Previous Fiscal Year Data**											
134	**Findings of Discrimination Rendered by Issue**	**2016 #**	**2016 %**	**2017 #**	**2017 %**	**2018 #**	**2018 %**	**2019 #**	**2019 %**	**2020 #**	**2020 %**	**2021 #**	**2021 %**
135	**Total Number Findings**												
136	Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
137	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
138	Awards	0	0	0	0	0	0	0	0	0	0	0	0
139	Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
140	**Disciplinary Action**												
141	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
142	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
143	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
144	Removal	0	0	0	0	0	0	0	0	0	0	0	0
145	Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
146	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
147	Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
148	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
149	**Harassment**												
150	Non-Sexual	0	0	1	100%	0	0	1	100%	0	0	0	0
151	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
152	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
153	Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
154	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
155	**Reassignment**												
156	Denied	0	0	0	0	0	0	0	0	0	0	0	0
157	Directed	0	0	1	100%	0	0	0	0	0	0	0	0
158	Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100%	0	0
159	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
160	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
161	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
162	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
163	Telework	0	0	0	0	0	0	0	0	0	0	0	0
164	Termination	0	0	0	0	0	0	1	100%	0	0	0	0
165	Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
166	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
167	Training	0	0	0	0	0	0	0	0	0	0	0	0
168	Other	0	0	0	0	0	0	0	0	0	0	0	0
169	**Findings After Hearing**												
170	Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
171	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
172	Awards	0	0	0	0	0	0	0	0	0	0	0	0
173	Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
174	**Disciplinary Action**												
175	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
176	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
177	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
178	Removal	0	0	0	0	0	0	0	0	0	0	0	0
179	Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
180	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
181	Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
182	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
183	**Harassment**												
184	Non-Sexual	0	0	1	100%	0	0	1	100%	0	0	0	0
185	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
186	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
187	Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
188	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
189	**Reassignment**												
190	Denied	0	0	0	0	0	0	0	0	0	0	0	0
191	Directed	0	0	1	100%	0	0	0	0	0	0	0	0
192	Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
193	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
194	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
195	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
196	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
197	Telework	0	0	0	0	0	0	0	0	0	0	0	0
198	Termination	0	0	0	0	0	0	1	100%	0	0	0	0
199	Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
200	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
201	Training	0	0	0	0	0	0	0	0	0	0	0	0
202	Other	0	0	0	0	0	0	0	0	0	0	0	0
203	**Findings Without Hearing**												
204	Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
205	Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
206	Awards	0	0	0	0	0	0	0	0	0	0	0	0
207	Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
208	**Disciplinary Action**												
209	Demotion	0	0	0	0	0	0	0	0	0	0	0	0
210	Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
211	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
212	Removal	0	0	0	0	0	0	0	0	0	0	0	0
213	Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
214	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
215	Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
216	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
217	**Harassment**												
218	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
219	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
220	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
221	Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
222	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
223	**Reassignment**												
224	Denied	0	0	0	0	0	0	0	0	0	0	0	0
225	Directed	0	0	0	0	0	0	0	0	0	0	0	0
226	Reasonable Accommodation	0	0	0	0	0	0	0	0	1	100%	0	0
227	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
228	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
229	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
230	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
231	Telework	0	0	0	0	0	0	0	0	0	0	0	0
232	Termination	0	0	0	0	0	0	0	0	0	0	0	0
233	Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
234	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
235	Training	0	0	0	0	0	0	0	0	0	0	0	0
236	Other	0	0	0	0	0	0	0	0	0	0	0	0