No FEAR Act FY25 Q1 Report

Comparative Data						
Complaint Activity	2020	2021	2022	2023	2024	2025 thru 12-31
Number of Complaints Filed	31	48	102	65	96	25
Number of Complainants	31	47	100	63	94	24
Repeat Filers	0	1	2	2	2	1

Comparative Data		Previou	s Fiscal Ye	ear 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 12-31
Race	8	20	12	12	25	7
Color	5	4	5	5	11	3
Religion	1	3	46	10	15	3
Reprisal	21	22	24	42	50	7
Sex	15	18	18	37	40	15
Pregnancy Discrimination Act	0	2	3	1	1	1
National Origin	2	5	7	17	22	2
Equal Pay Act	0	0	1	1	0	0
Age	6	7	8	17	16	5
Disability	8	7	67	22	40	7
Genetic Information Non-Disclosure	2	0	0	1	0	0
Non-EEO	1	0	0	0	0	0

Comparative Data		Previou	s Fiscal Ye	ar 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 12-31
Appointment/Hire	1	1	2	3	1	1
Assignment of Duties	13	8	9	20	16	5
Awards	0	3	0	3	1	0
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	0
Other	0	0	0	0	0	0
Duty Hours	1	0	1	1	2	0
Evaluation Appraisal	9	8	9	15	16	0
Examination/Test	1	0	0	0	1	0
Harassment						
Non-Sexual	18	20	84	56	83	21
Sexual	6	2	1	6	5	0
Medical Examination	2	0	0	1	2	0
Pay (Including Overtime)	1	2	0	2	9	0
Promotion/Non-Selection	5	13	7	15	6	7
Reassignment						
Denied	7	5	1	2	1	0
Directed	2	0	5	2	2	0

Reasonable Accommodation	5	1	7	4	16	2
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	37	0	0	0
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	2
Terms/Conditions of Employment	5	10	59	22	34	5
Time and Attendance	0	4	4	2	2	0
Training	7	2	7	4	4	1
Other	13	0	0	1	0	2

Comparative Data		Previou	is Fiscal Ye	ear Data		
Processing Time	2020	2021	2022	2023	2024	2025 thru 12-31
Complaints pending during fiscal year						
Average number of days in investigation stage	390	343	255	248	267	270
Average number of days in final action stage	71	80	50	51	49	54
Complaint pending during fiscal year where hearing was						
requested						
Average number of days in investigation stage	373	370	277	243	272	274
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	266
Average number of days in final action stage	90	85	59	57	57	43

Comparative Data						
Complaints Dismissed by Agency	2020	2021	2022	2023	2024	2025 thru 12-31
Total Complaints Dismissed by Agency	6	11	5	3	13	2
Average days pending prior to dismissal	66	49	22	27	26	19
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	1	5	1	10	1

Comparative Data		Previou	is Fiscal Ye	ear Data		
Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 thru 12-31
Total complaints from previous Fiscal Years	41	56	54	54	112	196
Total Complainants	40	54	46	49	104	175
Number complaints pending						
Investigation	4	0	5	3	1	31
ROI Issued, Pending Complainants Action	0	0	1	1	2	2
Hearing	34	49	30	25	29	30
Final Action	1	9	4	1	9	9
Appeal with EEOC Office of Federal Operations	2	3	14	24	71	72

Comparative Data	Previous Fiscal Year Data								
Complaint Investigations	2020	2021	2022	2023	2024	2025 thru 12-31			

Pending Complaints Where Investigations Exceeds Required Time	34	21	22	1	8	0
Frames	51			-	Ŭ	Ŭ

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		0	
Without Hearing	1	100%	2	100%	1	100%	2	100%	1	100%	0	0%
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0%

Comparative Data					Previous F	iscal Year Da	ata					
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	0	0	0
Color	0	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	0
Reprisal	0	0	1	100%	1	100%	0 0	0	0	0	0	0
Sex	0	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	0
National Origin	0	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	0
Age	0	0	0	0	0	0	0 0	0	0	-	0	0
Disability	1	100%	1	100%	0	0		100%	1	100%	0	0
Genetic Information	0	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	0
Findings After Hearing												
Race	0	0	0	0	0	0		0	0	0	0	0
Color	0	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	0
Reprisal	0	0	0	0	0	0		0	0	0	0	0
Sex	0	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	0
National Origin	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
Age	0	0	0	0	0	0		0	0	0	0	0
Disability	0	0	0	0	0	0		0	0	0	0	0
Genetic Information	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	0
Findings Without Hearing												
Race	0	0	0	0	0	0		0	0		0	0
Color	0	0	0	0	0	0		0	0	0	0	0
Religion	0	0	0	0	0	0	-	0	0	0	0	0
Reprisal	0	0	1	100%	1	100%		0	0	0	0	0
Sex	0	0	0	0	0	0		0	0	-	0	0
Pregnancy Discrimination Act	0	0		0	0				0			
National Origin	0	0	0	0	0			v	0	-	0	0
Equal Pay Act	0	0	0	0	0	0			0		0	0
Age	0	0	0	-	0			-	0			0
Disability	1	100%	1	100%	0				1		0	0
Genetic Information	0			0	0				0			0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Comparative Data					Previous F	iscal Year Da	ata					
Findings of Discrimination Rendered by Issue	2020 #	2020 %	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	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
Conversion to Full-time	0	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	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
Examination/Test	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	0	0
Sexual	0	0	0	0	0				0	-	0	0
Medical Examination	0	0	0	0	0		-	0	1	100%	0	0
Pay (Including Overtime)	0	0	1	1	0			0	0		0	0
Promotion/Non-Selection	0	0	0	0	0			0	0	-	0	0
Reassignment			Ľ		Ţ							
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0			0	0	0	0	0
Reasonable Accommodation Disability	1	100%	0	0	0			33.33%	0	0	0	0
Reinstatement	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	0			0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0		-	0	0	0	0	0
Telework	0	0	0	0	0	-		0	0	0	0	0
Termination	0	0	0	0	0			0	0	0	0	0
Terms/Conditions of Employment	0	0	1	1	0		-	0	0	0	0	0
Time and Attendance	0	0	0	0	0		-	0	0	0	0	0
Training	0	0	0	0	0		-	0	0	0	0	0
Other	0	0	0	0	0) 0	0	0	0	0	0
Findings After Hearing	Ĭ		Ŭ		Ť							
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
Awards	0	0	0	0	0			0	0	0	0	0
Conversion to Full-time	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
Suspension	0	0	0	0	0			0	0		0	0
Removal	0	0	0	0	0				0		0	0
Disciplinary Warning	0	0	0	0	0				0		0	0
Duty Hours	0	0	0	0	0			-	0	-	0	0
Evaluation/Appraisal	0	0	0	0	0			-	0		0	0
Examination/Test	0	0	0	0	0			0	0	Ĵ	0	0
Harassment					0							
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0			0	0	-	0	0
Medical Examination	0	_	0	0	0				0	_	0	0
	0		0	J	0	0	0	J	0	U U	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	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	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	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33.33%	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
Suspension	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	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
Harassment											
Non-Sexual	0	0	1	100%	0	0	1	33.33%	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	100%	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	0	0	0	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	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	100%	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0