

No FEAR Act FY25 Q1 Report

Comparative Data	Previous Fiscal Year 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	Previous Fiscal Year Data					
Complaints by Basis	2020	2021	2022	2023	2024	2025 thru 12-31
<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	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	Previous Fiscal Year Data					
Complaints by Issue	2020	2021	2022	2023	2024	2025 thru 12-31
<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	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	Previous Fiscal Year 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	Previous Fiscal Year 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	Previous Fiscal Year 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

