## No FEAR Act FY25 Q2 Report

Comparative Data		Previou	s Fiscal Ye	ear Data		
Complaint Activity	2020	2021	2022	2023	2024	2025 thru 03-31
Number of Complaints Filed	31	48	102	65	96	45
Number of Complainants	31	47	100	63	94	44
Repeat Filers	0	1	2	2	2	1

Comparative Data		Previou	s Fiscal Ye	ear Data		
<b>Complaints by Basis</b> 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 3-31
Race	8	20	12	12	25	13
Color	5	4	5	5	11	7
Religion	1	3	46	10	15	7
Reprisal	21	22	24	42	50	18
Sex	15	18	18	37	40	23
Pregnancy Discrimination Act	0	2	3	1	1	1
National Origin	2	5	7	17	22	7
Equal Pay Act	0	0	1	1	0	0
Age	6	7	8	17	16	12
Disability	8	7	67	22	40	13
Genetic Information Non-Disclosure	2	0	0	1	0	1
Non-EEO	1	0	0	0	0	0

Comparative Data		Previou	s Fiscal Ye	ear Data		
<b>Complaints by Issue</b> 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 3-31
Appointment/Hire	1	1	2	3	1	1
Assignment of Duties	13	8	9	20	16	5
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	0
Other	0	0	0	0	0	0
Duty Hours	1	0	1	1	2	0
Evaluation Appraisal	9	8	9	15	16	12
Examination/Test	1	0	0	0	1	0
Harassment						
Non-Sexual	18	20	84	56	83	42
Sexual	6	2	1	6	5	1
Medical Examination	2	0	0	1	2	0
Pay (Including Overtime)	1	2	0	2	9	1
Promotion/Non-Selection	5	13	7	15	6	10

Reassignment						
Denied	7	5	1	2	1	1
Directed	2	0	5	2	2	1
Reasonable Accommodation	5	1	7	4	16	3
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	8
Time and Attendance	0	4	4	2	2	2
Training	7	2	7	4	4	2
Other	13	0	0	1	0	1

Comparative Data		Previou	s Fiscal Ye	ear Data		
Processing Time	2020	2021	2022	2023	2024	2025 thru 3-31
Complaints pending during fiscal year						
Average number of days in investigation stage	390	343	255	248	267	268
Average number of days in final action stage	71	80	50	51	49	56
Complaint pending during fiscal year where hearing was						
requested						
Average number of days in investigation stage	373	370	277	243	272	263
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	274
Average number of days in final action stage	90	85	59	57	57	56

Comparative Data		Previou	is Fiscal Ye	ear Data		
Complaints Dismissed by Agency	2020	2021	2022	2023	2024	2025 thru 3-31
Total Complaints Dismissed by Agency	6	11	5	3	13	7
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	4

Comparative Data		Previou	s Fiscal Ye	ar Data		
Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 thru 3-31
Total complaints from previous Fiscal Years	41	56	54	54	112	151
Total Complainants	40	54	46	49	104	137
Number complaints pending						
Investigation	4	0	5	3	1	46
ROI Issued, Pending Complainants Action	0	0	1	1	2	3
Hearing	34	49	30	25	29	32
Final Action	1	9	4	1	9	8
Appeal with EEOC Office of Federal Operations	2	3	14	24	71	62

Comparative Data		Previou	s Fiscal Ye	ear Data		
Complaint Investigations	2020	2021	2022	2023	2024	2025 thru 3-31
Pending Complaints Where Investigations Exceeds Required Time Frames	34	21	22	1	8	0

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 <sup>o</sup>
With Hearing	0	0	0	0	0	0	0	0	0	0	0	00
Comparative Data					Previous	Fiscal Year Da	ta					
Findings of Dissuing instign Dandanad by Dasis												
Findings of Discrimination Rendered by Basis												
<b>Findings of Discrimination Rendered by Basis</b> Note: Complaints can be filed alleging multiple bases. The sum of	2020#	2020 %	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %	2024#	2024%	2025 #	2025 %

Comparative Data				Previous I	Fiscal Year Da	ta					2025 % 25% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0					
Findings of Discrimination Rendered by Basis																
Note: Complaints can be filed alleging multiple bases. The sum of	2020#	2020 % 2021 #	ŧ <b>2021 %</b>	2022 #	2022 %	2023 #	2023 %	2024#	2024%	2025 #	2025 %					
the bases may not equal total complaints filed.																
Total Number Findings																
Race	0	0	0 0	0	0	0	0	0	0	1	25%					
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	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	1	25%					
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	-					
Disability	1	100%	1 100%	0	0	2	100%	1	100%	2	50%					
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					
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	-	1	100%					
Color	0	0	0 0	0	0	0	0	0	0	0	0					
Religion	0	0	0 0	0	-	-	-	0	0	0	•					
Reprisal	0	0	1 100%	1	100%	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
National Origin	0	0	0	0	0	0	0	0	0	0	1	100%
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	100%
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

Pregnancy Discrimination Act	0		0	0	0					0	0
National Origin	0	0 (		0	0		-	0	_	1	100%
Equal Pay Act	0	0 (	, <u> </u>	0	0	0	•	0	0	0	0
Аде	0	0 (	·	0	0	0	-	0	0	0	0
Disability		00%		0	0	2		1	100%	2	100%
Genetic Information	0		0 0	0	0			0	0	0	0
Non-EEO	0	0 (	0	0	0	0	0	0	0	0	0
Comparative Data			Previ	ious Fi	scal Year Da	ta					
Findings of Discrimination Rendered by Issue	2020 # 2020	0 % 2021 #			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 (		1	100%	1	33.33%	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
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
Removal	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	100%	1	100%	1	33.33%	0	0	2	50%
Sexual	0	0 (	0	0	0	0	0	0	0	0	0
Medical Examination	0	0 (	0	0	0	0	0	1	100%	0	0
Pay (Including Overtime)	0	0	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
Directed	0		0 0	0	0					0	
Reasonable Accommodation Disability	1 1	00% (	0 0	0	0	1	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	0	0			0	0	0	0
Sex-Stereotyping	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
Terms/Conditions of Employment	0	0	1	0	0	0	-	0	0	0	0
Time and Attendance	0		0	0	0	0				0	0
Training	0	0 0	0	0	0	0				1	25%
Other	0	0 (	0	0	0	0	0	0	0	0	0
Findings After Hearing											
Appointment/Hire	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
Conversion to Full-time	0	0 (	0	0	0	0	0	0	0	0	0
Disciplinary Action						0					
Demotion	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
Pay (Including Overtime)	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
Directed	0	0	-	0 0	-	0	0 0	0	0	0
Reasonable Accommodation	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
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	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
Training	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	0
Assignment of Duties	0	0	0	0	0	0	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%	0	0	1	33.33%	0	0	2	100%
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	100%	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	1	100%	0	0	0	0	1	33.33%	0	0	1	100%
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	100%	0	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	1	100%
Other	0	0	0	0	0	0	0	0	0	0	0	0