

NGA No FEAR Act Report (4th Quarter FY 2023)

Complaint Activity	Comparative Data					2023 thru 09/30/23
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Number of Complaints Filed	46	23	40	27	60	32
Number of Complainants	46	23	40	27	57	32
Repeat Filers	0	0	0	0	3	0

Complaints by Basis	Comparative Data					2023 thru 09/30/23
	Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	
Race	14	7	22	10	18	
Color	6	3	6	4	10	
Religion	2	0	3	1	36	
Reprisal	16	6	17	14	24	
Sex	19	9	10	18	14	
PDA	1	0	0	0	2	
National Origin	4	1	2	1	2	
Equal Pay Act	0	0	0	1	0	
Age	22	5	11	8	10	
Disability	9	8	14	7	50	
Genetics	1	0	0	0	16	
Non-EEO	0	0	0	0	0	

Complaints by Issue	Comparative Data					2023 thru 09/30/23
	Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed. Issues marked with an asterisk (*) have been included as a result of EEOC's changes during FY 2022 to Issues of Alleged Discrimination reported on FORM 462.	2018	2019	2020	2021	2022	
Appointment/Hire	0	0	2	2	2	2
Assignment of Duties	12	2	3	4	8	0
Awards	0	0	0	2	3	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	1	0	0	0	0
Removal	5	0	3	3	1	0
Suspension	0	0	1	0	0	1
Other	2	0	1	1	6	0
Other Disciplinary Actions*	0	0	0	0	0	4
Duty Hours	0	0	0	2	5	0
Evaluation Appraisal	21	0	3	3	5	14
Examination/Test	15	0	0	1	0	0
Harassment						
Non-Sexual	25	7	22	16	21	21
Sexual	1	3	0	0	1	2
Medical Examination	1	1	0	0	0	1
Pay (Including Overtime)	1	0	0	1	1	2
Promotion/Non-Selection	7	8	4	6	4	7
Reassignment						
Denied	1	0	1	1	1	0
Directed	1	2	1	0	1	0
Reassignment*	0	0	0	0	0	4
Reasonable Accommodation	3	4	3	3	35	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	26	5
Retirement	0	0	1	0	0	0
Termination	0	3	3	0	2	5
Terms/Conditions of Employment	2	2	0	1	4	0
Telework	0	0	0	1	3	2
Time and Attendance	8	0	1	2	2	7
Training	6	0	0	2	5	6
Other	1	0	0	3	4	0

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Other - Terms/Conditions of Employment*	0	0	0	0	0	21
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Processing Time	Comparative Data					2023 thru 09/30/23
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation stage	275	296	191	326	196	254
Average number of days in final action stage	88	101	86	346	373	48
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	208	279	320	337	335	292
Average number of days in final action stage	161	112	365	418	462	27
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	189	191	332	365	206	217
Average number of days in final action stage	67	89	121	224	89	106

Complaints Dismissed by Agency	Comparative Data					2023 thru 09/30/23
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	7	4	7	4	6	19
Average days pending prior to dismissal	213	109	148	54	63	142
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	3	2	0	5

Total Final Actions Finding Discrimination	Comparative Data										2023 thru 09/30/23	
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	0	0	0	0	0	0	0	1	100	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
											2023 thru 09/30/23	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	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	1	100	0	0
Disability	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

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Findings After Hearing													
Race	0	0	0	0	0	0	0	0	1	100	0	0	0
Color	0	0	0	0	0	0	0	0	1	100	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	1	100	0	0	0
Sex	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	1	100	0	0	0
Disability	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 Without Hearing													
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	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
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	0
Disability	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 of Discrimination Rendered by Issue	Comparative Data										2023 thru 09/30/23	
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
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	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
Other	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions*	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	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	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
Reassignment*												
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
Retirement	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
Other - Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
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	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
Other	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions*	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

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Examination/Test	0	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	0
Sexual	0	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	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	1	100	0	0
Reassignment													
Denied	0	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	0
Reassignment*													
Reasonable Accommodation	0	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	0
Retirement	0	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	0
Time and Attendance	0	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	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - Terms/Conditions of Employment*	0	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	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	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	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	0
Suspension	0	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	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions*	0	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	0
Evaluation Appraisal	0	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	0
Harassment													
Non-Sexual	0	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	0
Medical Examination	0	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	0	0
Promotion/Non-Selection	0	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	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment*	0	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	0
Reinstatement	0	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
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	0
Time and Attendance	0	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	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2023 thru 09/30/23
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal	50	52	72	81	55	37
Total Complainants	46	44	72	108	115	36
Number complaints pending						
Investigation	1	8	15	14	19	22
Hearing	49	43	43	35	25	8
Final Action	0	1	4	2	4	7
Appeal with EEOC Office of Federal Operations	3	12	0	9	15	13

Complaint Investigations	Comparative Data					2023 thru 09/30/23
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceeds Required Time Frames	11	15	22	40	4	12

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