

NGA No FEAR Act Report (1st Quarter FY 2024)

Complaint Activity	Comparative Data					2024 thru 12/31/23
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	
Number of Complaints Filed	23	40	27	60	32	11
Number of Complainants	23	40	27	57	32	11
Repeat Filers	0	0	0	3	0	0

Complaints by Basis	Comparative Data					2024 thru 12/31/23
	Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	7	22	10	18	11	5
Color	3	6	4	10	6	3
Religion	0	3	1	36	10	1
Reprisal	6	17	14	24	16	8
Sex	9	10	18	14	8	4
PDA	0	0	0	2	1	0
National Origin	1	2	1	2	3	2
Equal Pay Act	0	0	1	0	0	0
Age	5	11	8	10	10	5
Disability	8	14	7	50	11	4
Genetics	0	0	0	16	5	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					2024 thru 12/31/23
	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.	2019	2020	2021	2022	2023	
Appointment/Hire	0	2	2	2	2	0
Assignment of Duties	2	3	4	8	0	0
Awards	0	0	2	3	2	3
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	0	0
Removal	0	3	3	1	0	0
Suspension	0	1	0	0	1	1
Other	0	1	1	6	0	0
Other Disciplinary Actions*	0	0	0	0	4	1
Duty Hours	0	0	2	5	0	0
Evaluation Appraisal	0	3	3	5	14	8
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	7	22	16	21	21	10
Sexual	3	0	0	1	2	0
Medical Examination	1	0	0	0	1	0
Pay (Including Overtime)	0	0	1	1	2	0
Promotion/Non-Selection	8	4	6	4	7	2
Reassignment						
Denied	0	1	1	1	0	0
Directed	2	1	0	1	0	0
Reassignment*	0	0	0	0	4	2
Reasonable Accommodation	4	3	3	35	2	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	2	26	5	0
Retirement	0	1	0	0	0	0
Termination	3	3	0	2	5	2
Terms/Conditions of Employment	2	0	1	4	0	0
Telework	0	0	1	3	2	1
Time and Attendance	0	1	2	2	7	0
Training	0	0	2	5	6	3
Other	0	0	3	4	0	0
Other - Terms/Conditions of Employment*	0	0	0	0	21	5

Processing Time	Comparative Data					2024 thru 12/31/23
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation stage	296	191	326	196	254	230
Average number of days in final action stage	101	86	346	373	48	25
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	279	320	337	335	292	240
Average number of days in final action stage	112	365	418	462	27	25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	191	332	365	206	217	220
Average number of days in final action stage	89	121	224	89	106	0

Complaints Dismissed by Agency	Comparative Data					2024 thru 12/31/23
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	4	7	4	6	19	2
Average days pending prior to dismissal	109	148	54	63	142	131
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	3	2	0	5	0

Total Final Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data												
	2019		2020		2021		2022		2023		2024 thru 12/31/23		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	0	0	0	0	0	1	100	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0	

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.											2024 thru 12/31/23	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Race	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	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	1	100	0	0	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
Findings After Hearing												
Race	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	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	1	100	0	0	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

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										2024 thru 12/31/23	
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings												
Appointment/Hire	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	
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	
Other	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	
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	0	0	0	0	0	0	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	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	1	100	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	
Reassignment*												
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	
Retirement	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	0	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	0	0	
Other	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	
Findings After Hearing												
Appointment/Hire	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	
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	
Other	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	
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	0	0	0	0	0	0	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	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	1	100	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	
Reassignment*												
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	
Retirement	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	0	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	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	

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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					2024 thru 12/31/23
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	52	72	81	55	37	59
Total Complainants	44	72	108	115	36	55
Number complaints pending						
Investigation	8	15	14	19	22	39
Hearing	43	43	35	25	8	12
Final Action	1	4	2	4	7	8
Appeal with EEOC Office of Federal Operations						
	12	0	9	15	13	16

Complaint Investigations	Comparative Data					2024 thru 12/31/23
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceeds Required Time Frames	15	22	40	4	12	3

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