

## UNCLASSIFIED

## NGA No FEAR Act Report (4th Quarter FY 2025)

Complaint Activity	Comparative Data					2025 thru 09/30/25	
	Previous Fiscal Year Data						
	2020	2021	2022	2023	2024		
Number of Complaints Filed	40	27	60	32	47	48	
Number of Complainants	40	27	57	32	44	43	
Repeat Filers	0	0	3	0	2	3	

Complaints by Basis	Comparative Data					2025 thru 09/30/25
	Previous Fiscal Year Data					
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 09/30/25
Race	22	10	18	11	21	19
Color	6	4	10	6	9	9
Religion	3	1	36	10	3	4
Reprisal	17	14	24	16	31	22
Sex	10	18	14	8	21	25
PDA	0	0	2	1	1	0
National Origin	2	1	2	3	5	2
Equal Pay Act	0	1	0	0	0	0
Age	11	8	10	10	16	11
Disability	14	7	50	11	19	22
Genetics	0	0	16	5	0	1
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					2025 thru 09/30/25
	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.	2020	2021	2022	2023	2024	2025 thru 09/30/25
Appointment/Hire	2	2	2	2	0	1
Assignment of Duties	3	4	8	0	0	0
Awards	0	2	3	2	6	4
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	3	3	1	0	0	0
Suspension	1	0	0	1	1	0
Other	1	1	6	0	0	0
Other Disciplinary Actions*	0	0	0	4	2	3
Duty Hours	0	2	5	0	0	0
Evaluation Appraisal	3	3	5	14	20	19
Examination/Test	0	1	0	0	0	0
<b>Harassment</b>						
Non-Sexual	22	16	21	21	41	34
Sexual	0	0	1	2	0	1
Medical Examination	0	0	0	1	2	4
Pay (Including Overtime)	0	1	1	2	2	0
Promotion/Non-Selection	4	6	4	7	10	3
<b>Reassignment</b>						
Denied	1	1	1	0	0	0
Directed	1	0	1	0	0	0
Reassignment*	0	0	0	4	5	3
Reasonable Accommodation	3	3	35	2	12	15
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	2	26	5	0	0
Retirement	1	0	0	0	0	0
Termination	3	0	2	5	4	5
Terms/Conditions of Employment	0	1	4	0	0	0
Telework	0	1	3	2	3	2
Time and Attendance	1	2	2	7	2	5
Training	0	2	5	6	7	8
Other	0	3	4	0	0	0
Other - Terms/Conditions of Employment*	0	0	0	21	22	15

## UNCLASSIFIED

Processing Time	Comparative Data					2025 thru 09/30/25	
	Previous Fiscal Year Data						
	2020	2021	2022	2023	2024		
Complaints pending during fiscal year							
Average number of days in investigation stage	191	326	196	254	271	301	
Average number of days in final action stage	86	346	373	48	86	162	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation stage	320	337	335	292	283	322	
Average number of days in final action stage	365	418	462	27	25	31	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation stage	332	365	206	217	243	268	
Average number of days in final action stage	121	224	89	106	110	205	

Complaints Dismissed by Agency	Comparative Data					2025 thru 09/30/25	
	Previous Fiscal Year Data						
	2020	2021	2022	2023	2024		
Total Complaints Dismissed by Agency	7	4	6	19	6	10	
Average days pending prior to dismissal	148	54	63	142	90	171	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	3	2	0	5	0	1	

Total Final Actions Finding Discrimination	Comparative Data										2025 thru 09/30/25	
	Previous Fiscal Year Data											
	2020	2021	2022	2023	2024	#	%	#	%	#	%	
Total Number Findings	0	0	0	1	100	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	1	100							0

Findings of Discrimination Rendered by Basis	Comparative Data										2025 thru 09/30/25	
	Previous Fiscal Year Data											
	2020	2021	2022	2023	2024	#	%	#	%	#	%	
Total Number Findings	0	0	0	0	0	1	100	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	1	100	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	1	100	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	0	1	100	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	1	100	0	0	0	0	0
Color	0	0	0	0	0	1	100	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	1	100	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	0	1	100	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

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Findings Without 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
Religion	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
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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											2025 thru 09/30/25	
	Previous Fiscal Year Data												
	2020		2021		2022		2023		2024				
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings</b>													
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	1	100	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	
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	
<b>Findings After Hearing</b>													
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	1	100	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	
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	

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<b>Findings Without Hearing</b>											
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	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*	0	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
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2025 thru 09/30/25	
	Previous Fiscal Year Data						
	2020	2021	2022	2023	2024		
Total complaints from previous Fiscal Years	72	81	55	37	43	57	
Total Complainants	72	108	115	36	40	50	
<b>Number complaints pending</b>							
Investigation	15	14	19	22	31	31	
Hearing	43	35	25	8	7	16	
Final Action	4	2	4	7	5	10	
Appeal with EEOC Office of Federal Operations	0	9	15	13	11	12	

Complaint Investigations	Comparative Data					2025 thru 09/30/25	
	Previous Fiscal Year Data						
	2020	2021	2022	2023	2024		
Pending Complaints Where Investigations Exceeds Required Time Frames	22	40	4	12	11	15	

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