

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	
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	
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
Disciplinary Action						
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
Harassment						
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
Reassignment						
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

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												
	Previous Fiscal Year Data												
	2020		2021		2022		2023		2024		2025 thru 09/30/25		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	0	0	0	1	100	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	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.												2025 thru 09/30/25
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	1	100	0	0	0	0
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	0	0	0	0	0	0	1	100	0	0	0	0
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											2025 thru 09/30/25	
	Previous Fiscal Year Data												
	2020		2021		2022		2023		2024				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
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	1	100	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*													
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 After 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	1	100	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*													
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					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
Number complaints pending						
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