

## NGA No FEAR Act Report (1st Quarter FY 2026)

Complaint Activity	Comparative Data					2026 thru 12/31/25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Number of Complaints Filed	27	60	32	47	48	3
Number of Complainants	27	57	32	44	43	3
Repeat Filers	0	3	0	2	3	0

Complaints by Basis	Comparative Data					2026 thru 12/31/25
	Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2021	2022	2023	2024	2025	
Race	10	18	11	21	19	3
Color	4	10	6	9	9	1
Religion	1	36	10	3	4	0
Reprisal	14	24	16	31	22	1
Sex	18	14	8	21	25	0
PDA	0	2	1	1	0	0
National Origin	1	2	3	5	2	0
Equal Pay Act	1	0	0	0	0	0
Age	8	10	10	16	11	0
Disability	7	50	11	19	22	2
Genetics	0	16	5	0	1	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					2026 thru 12/31/25
	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.	2021	2022	2023	2024	2025	
Appointment/Hire	2	2	2	0	1	0
Assignment of Duties	4	8	0	0	0	0
Awards	2	3	2	6	4	0
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	1	0	0	0	0
Suspension	0	0	1	1	0	0
Other	1	6	0	0	0	0
Other Disciplinary Actions*	0	0	4	2	3	0
Duty Hours	2	5	0	0	0	0
Evaluation Appraisal	3	5	14	20	19	2
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	16	21	21	41	34	3
Sexual	0	1	2	0	1	0
Medical Examination	0	0	1	2	4	0
Pay (Including Overtime)	1	1	2	2	0	1
Promotion/Non-Selection	6	4	7	10	3	0
Reassignment						
Denied	1	1	0	0	0	0
Directed	0	1	0	0	0	0
Reassignment*	0	0	4	5	3	0
Reasonable Accommodation	3	35	2	12	15	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	2	26	5	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	2	5	4	5	1
Terms/Conditions of Employment	1	4	0	0	0	0
Telework	1	3	2	3	2	0
Time and Attendance	2	2	7	2	5	1
Training	2	5	6	7	8	1
Other	3	4	0	0	0	0
Other - Terms/Conditions of Employment*	0	0	21	22	15	1

Processing Time	Comparative Data					2026 thru 12/31/25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Complaints pending during fiscal year						
Average number of days in investigation stage	326	196	254	271	301	377
Average number of days in final action stage	346	373	48	86	162	104
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	337	335	292	283	322	419
Average number of days in final action stage	418	462	27	25	31	43
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	365	206	217	243	268	319
Average number of days in final action stage	224	89	106	110	205	225

Complaints Dismissed by Agency	Comparative Data					2026 thru 12/31/25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Total Complaints Dismissed by Agency	4	6	19	6	10	0
Average days pending prior to dismissal	54	63	142	90	171	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	0	5	0	1	1

Total Final Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data											
	2021		2022		2023		2024		2025		2026 thru 12/31/25	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	1	100	0	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	1	100	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
	2026 thru 12/31/25											
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</b>												
	2021		2022		2023		2024		2025			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0	0	1	100	0	0	0	0	0	0	0	0
Race	0	0	1	100	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	1	100	0	0	0	0	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	1	100	0	0	0	0	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
<b>Findings After Hearing</b>	0	0	1	100	0	0	0	0	0	0	0	0
Race	0	0	1	100	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	1	100	0	0	0	0	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	1	100	0	0	0	0	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											2026 thru 12/31/25	
	Previous Fiscal Year Data												
	2021		2022		2023		2024		2025				
	#	%	#	%	#	%	#	%	#	%	#	%	
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	1	100	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*													
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	1	100	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*													
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

<b>Findings Without Hearing</b>													
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
<b>Disciplinary Action</b>													
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
<b>Harassment</b>													
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
<b>Reassignment</b>													
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					2026 thru 12/31/25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Total complaints from previous Fiscal Years	81	55	37	43	57	77
Total Complainants	108	115	36	40	50	66
Number complaints pending						
Investigation	14	19	22	31	31	46
Hearing	35	25	8	7	16	18
Final Action	2	4	7	5	10	13
Appeal with EEOC Office of Federal Operations	9	15	13	11	12	12

Complaint Investigations	Comparative Data					2026 thru 12/31/25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Pending Complaints Where Investigations Exceeds Required Time Frames	40	4	12	11	15	4