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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					
	2021	2022	2023	2024	2025	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
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					
	2021	2022	2023	2024	2025	
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.						
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

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

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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										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	
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	1	100	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*												
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	1	100	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*												
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	

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Findings Without 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	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					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	