

NGA No FEAR Act Report (2nd Quarter FY 2026)

Complaint Activity	Comparative Data					2026 thru 03/31/26
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Number of Complaints Filed	27	60	32	47	48	15
Number of Complainants	27	57	32	44	43	15
Repeat Filers	0	3	0	2	3	0

Complaints by Basis	Comparative Data					2026 thru 03/31/26
	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	10
Color	4	10	6	9	9	4
Religion	1	36	10	3	4	0
Reprisal	14	24	16	31	22	11
Sex	18	14	8	21	25	6
PDA	0	2	1	1	0	0
National Origin	1	2	3	5	2	1
Equal Pay Act	1	0	0	0	0	0
Age	8	10	10	16	11	4
Disability	7	50	11	19	22	6
Genetics	0	16	5	0	1	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					2026 thru 03/31/26
	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	2
Duty Hours	2	5	0	0	0	0
Evaluation Appraisal	3	5	14	20	19	8
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	16	21	21	41	34	11
Sexual	0	1	2	0	1	1
Medical Examination	0	0	1	2	4	1
Pay (Including Overtime)	1	1	2	2	0	2
Promotion/Non-Selection	6	4	7	10	3	2
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	4
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	2
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	3
Training	2	5	6	7	8	2
Other	3	4	0	0	0	0
Other - Terms/Conditions of Employment*	0	0	21	22	15	10

Processing Time	Comparative Data					2026 thru 03/31/26
	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	343
Average number of days in final action stage	346	373	48	86	162	131
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	337	335	292	283	322	368
Average number of days in final action stage	418	462	27	25	31	38
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	365	206	217	243	268	281
Average number of days in final action stage	224	89	106	110	205	178

Complaints Dismissed by Agency	Comparative Data					2026 thru 03/31/26
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Total Complaints Dismissed by Agency	4	6	19	6	10	4
Average days pending prior to dismissal	54	63	142	90	171	231
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	0	5	0	1	1

Total Final Actions Finding Discrimination	Comparative Data										2026 thru 03/31/26	
	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											
	Previous Fiscal Year Data											
	2021		2022		2023		2024		2025		2026 thru 03/31/26	
	#	%	#	%	#	%	#	%	#	%	#	%
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

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 03/31/26		
	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

UNCLASSIFIED

Findings Without Hearing												
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	0	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*	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
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2026 thru 03/31/26
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Total complaints from previous Fiscal Years	81	55	37	43	57	62
Total Complainants	108	115	36	40	50	54
Number complaints pending						
Investigation	14	19	22	31	31	36
Hearing	35	25	8	7	16	19
Final Action	2	4	7	5	10	7
Appeal with EEOC Office of Federal Operations	9	15	13	11	12	11

Complaint Investigations	Comparative Data					2026 thru 03/31/26
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Pending Complaints Where Investigations Exceeds Required Time Frames	40	4	12	11	15	11