

Federal Law Enforcement Training Center

The Notification and Federal Employee Anti-discrimination and Retaliation (No Fear) Act of 2002, Public Law 107-174

On May 15, 2002, President George W. Bush signed the Notification and Federal Employee Anti-discrimination and Retaliation Act (No Fear Act). The No Fear Act increases the accountability of Federal departments and agencies for acts of discrimination or reprisal against employees.

Section 301 of the No Fear Act requires each Federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 C.F.R. Part 1614, "Federal Sector Equal Employment Opportunity." The specific data to be posted is described in section 301(b) of the No Fear Act and at 29 CFR 1614.704. The required summary statistical data for formal Equal Employment Opportunity (EEO) complaints is provided below.

In addition, section 302(a) of the No Fear Act requires the Federal Law Enforcement Training Center (FLETC) to post government-wide, summary statistical data pertaining to hearings requested pursuant to 29 C.F.R. Part 1614.706 and appeals filed with the Equal Employment Opportunity Commission. That data is also available below. The posting of EEO data on an agency's public web site is intended to assist Congress, Federal agencies and the public in assessing whether, and to what extent, Federal agencies are in compliance with their equal employment responsibilities.

Prior to March 1, 2003, the FLETC was a bureau of the U.S. Department of Treasury. FLETC's summary statistical data for fiscal year 1999 through fiscal year 2003 is incorporated into Treasury's No Fear Act report. On March 1, 2003, FLETC became part of the U.S. Department of Homeland Security (DHS). The data reported below reflects the status of FLETC's formal EEO complaints for the fiscal years of 2004 and 2005 and through the third quarter of 2006. These statistics are updated quarterly.

General Aggregate EEO Data

For Fiscal Year 2006 3rd Quarter

Complaint Activity

- Complainants
- Complaints by Basis
- Complaints by Issue
- Complaints Pending
- Average Processing Time of Pending Complaints in Days
- Pending Investigations Over 180 Days
- Complaints Dismissed Without an Investigation
- Final Agency Action Taken on Findings of Discrimination - Total
- Final Agency Action Taken on Findings of Discrimination – by Basis
- Final Agency Action Taken on Findings of Discrimination – by Issue

For further information, please contact the Chief, EEO Division at:

Federal Law Enforcement Training Center
EEO Division, TH-379
1131 Chapel Crossing Road
Brunswick, GA 31524

Complaint Activity

29 CFR §1614.704 (a)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
Complaints Filed	8	15	19	n/a	n/a	n/a	n/a
Number of Closed	2	6	3	n/a	n/a	n/a	n/a

Complainants

29 CFR §1614.704 (b) – (c)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
Number of Individuals Who Filed	8	15	11	n/a	n/a	n/a	n/a
Number of Individuals Who Filed 2 or More Complaints	0	0	2	n/a	n/a	n/a	n/a

Complaints by Basis

29 CFR §1614.704 (d)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
Race	2	10	6	n/a	n/a	n/a	n/a
Color	1	1	5	n/a	n/a	n/a	n/a
Religion	1	2	0	n/a	n/a	n/a	n/a
Retaliation	2	6	13	n/a	n/a	n/a	n/a
Sex	5	10	15	n/a	n/a	n/a	n/a
National Origin	0	3	2	n/a	n/a	n/a	n/a
Age	4	6	8	n/a	n/a	n/a	n/a
Disability	3	3	0	n/a	n/a	n/a	n/a
Non – EEO Basis	0	0	0	n/a	n/a	n/a	n/a
Total	18	41	45	n/a	n/a	n/a	n/a

Complaints by Issue

29 CFR §1614.704 (e)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
Appointments/Hire	0	0	2	n/a	n/a	n/a	n/a
Assignment of Duties	0	1	0	n/a	n/a	n/a	n/a
Awards	0	0	0	n/a	n/a	n/a	n/a
Conversion to Full Time	0	0	0	n/a	n/a	n/a	n/a
Disciplinary Action							
(a) Demotion	0	1	0	n/a	n/a	n/a	n/a
(b) Reprimand	0	0	0	n/a	n/a	n/a	n/a
(c) Suspension	0	0	0	n/a	n/a	n/a	n/a
(d) Removal	0	0	0	n/a	n/a	n/a	n/a
Duty Hours	0	0	0	n/a	n/a	n/a	n/a
Evaluation/Appraisal	0	1	0	n/a	n/a	n/a	n/a
Examination/Test	0	0	0	n/a	n/a	n/a	n/a
Harassment							
(a) Non-sexual	2	5	7	n/a	n/a	n/a	n/a
(b) Sexual	0	0	0	n/a	n/a	n/a	n/a
Medical Examination	0	0	0	n/a	n/a	n/a	n/a
Pay/Overtime	0	0	0	n/a	n/a	n/a	n/a
Promotion/Non-Selection	5	6	11	n/a	n/a	n/a	n/a
Reassignment							
(a) Denied	0	0	0	n/a	n/a	n/a	n/a
(b) Directed	0	0	3	n/a	n/a	n/a	n/a
Reasonable Accommodation	0	0	0	n/a	n/a	n/a	n/a
Reinstatement	0	0	0	n/a	n/a	n/a	n/a
Retirement	0	0	0	n/a	n/a	n/a	n/a
Termination	0	0	0	n/a	n/a	n/a	n/a
Terms/Conditions of Employment	1	1	0	n/a	n/a	n/a	n/a
Time and Attendance	0	0	0	n/a	n/a	n/a	n/a
Training	0	0	0	n/a	n/a	n/a	n/a
Other	0	0	0	n/a	n/a	n/a	n/a
Total	8	15	23	n/a	n/a	n/a	n/a

Complaints Pending

29 CFR §1614.704 (f)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
Total Number of Complaints Pending	10	13	13	n/a	n/a	n/a	n/a
Number of Individuals Filing Complaints	10	13	11	n/a	n/a	n/a	n/a
Number of Complaints by Stage							
(a) Investigation Stage	0	6	9	n/a	n/a	n/a	n/a
(b) Hearing Stage	3	3	1	n/a	n/a	n/a	n/a
(c) Final Agency Action Stage	7	3	3	n/a	n/a	n/a	n/a
(d) Appeal Stage	0	1	0	n/a	n/a	n/a	n/a

Average Processing Time of Pending Complaints in Days

29 CFR §1614.704 (f)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
All Investigations	242.08	367	219	n/a	n/a	n/a	n/a
(a) Investigations Where Hearing Requested	269	486	399	n/a	n/a	n/a	n/a
(b) Investigations Where no Hearing Requested	222.86	0	0	n/a	n/a	n/a	n/a
Final Agency Actions	0	0	321.67	n/a	n/a	n/a	n/a
(b) Final Agency Actions Where Hearing Requested	0	0	0	n/a	n/a	n/a	n/a
(c) Final Agency Actions Where No Hearing Requested	364.50	321.66	321.67	n/a	n/a	n/a	n/a

Pending Investigations Over 180 Days

29 CFR §1614.704 (l) and 29 CFR §1614.106 (e)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
Pending Investigation Over 180 Days	0	0	6	n/a	n/a	n/a	n/a

Complaints Dismissed Without an Investigation

29 CFR §1614.107 (g)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
Total Number Complaints Dismissed	2	3	1	n/a	n/a	n/a	n/a
Average Time Complaint Was Pending Prior to Dismissal (in days)	0	130	208	n/a	n/a	n/a	n/a

Final Agency Action Taken on Findings of Discrimination - Total

29 CFR §1614.704 (h)	2006 3rd Qt	2005	2004	2003	2002	2001	2000
After a Hearing	0	0	0	n/a	n/a	n/a	n/a
Without a Hearing	0	0	1	n/a	n/a	n/a	n/a
Total	0	0	1	n/a	n/a	n/a	n/a

Final Agency Action Taken on Findings of Discrimination - by Basis

29 CFR §1614.704 (i)	2006 3rd Qt		2005		2004		2003	2002	2001	2000
		#	%	#	%	n/a	n/a	n/a	n/a	n/a
Race	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Color	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Religion	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Retaliation	0	0	0	1	7.7	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	1	7.7	n/a	n/a	n/a	n/a	n/a
Sex	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
National Origin	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Age	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Disability	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Non – EEO Basis	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a
Total	0	0	0	1	7.7	n/a	n/a	n/a	n/a	n/a

Finding of Discrimination/Final Agency Action by Total Issue

29 CFR §1614.704 (j)	2006 3rd Qt		2005		2004		2003	2002	2001	2000
	#	%	#	%	n/a	n/a	n/a	n/a		
Appointments/Hire	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Assignment of Duties	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Awards	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Conversion to Full Time	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Disciplinary Action										
(a) Demotion	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
(b) Reprimand	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
(c) Suspension	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
(d) Removal	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Duty Hours	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Evaluation/Appraisal	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Examination/Test	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Harassment										
(a) Non-sexual	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
(b) Sexual	0	0	0	0	0	n/a	n/a	n/a	n/a	
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a	

Medical Examination	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Pay/Overtime	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Promotion/Non-Selection	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Reassignment									
(a) Denied	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
(b) Directed	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Reasonable Accommodation	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Reinstatement	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Retirement	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Termination	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Terms/Conditions of Employment	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Time and Attendance	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Training	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Other	0	0	0	0	0	n/a	n/a	n/a	n/a
After a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Without a hearing	0	0	0	0	0	n/a	n/a	n/a	n/a
Total	0	0	0	1	7.7	n/a	n/a	n/a	n/a