No Fear Act

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 Centers (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.

The data reported below reflects the status of FLETC's formal EEO complaints for the fiscal year 2016 through 1ST Quarter fiscal year 2021.

- 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

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

FLETC (and below)

For 1st Quarter 2021 for period ending December 31, 2020

		ta					
Complaint Activity	ı	Previou	s Fisca	l Year I	Data		2021Thru12-
	2016	2017	2018	20	19	2020	31
Number of Complaints Filed	7	8	2	3	3	10	0
Number of Complainants	7	8	2	3	3	10	0
Repeat Filers	0	0	0	()	0	0
Commission to but Books	I		1	Com	parativ	ve Data	<u> </u>
Complaints by Basis		Pro	evious	Fiscal `	Year Da	ata	
Note: Complaints can be filed alle multiple bases.The sum of the bas equal total complaints filed.		2016	2017	2018	2019	2020	2021Thru12- 31
Race		3	3	0 1		3	0
Color		0	1	0	0	0	0
Religion		0	0	0	0	0	0
Reprisal		7	4	2	2	6	0
Sex	4	6	6 0		4	0	
PDA	0	0	0	0	0	0	

National Origin		0	0	0	0	0	0
Equal Pay Act		0	1	0	0	0	0
Age		1	3	1	0	1	0
Disability		2	1	1	1	5	0
Genetics		0	0	0	0	0	0
Non-EEO		0	2	0	0	1	0
Commission to have been	1		Cor	npara	ative Da	ta	
Complaints by Issue	P	revious	s Fisca	l Yea	r Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	201	7 20)18	2019	2020	2021Thru12- 31
Appointment/Hire	3	0		0	0	1	0
Assignment of Duties	1	4		1	0	0	0
Awards	0	0		0	0	0	0
Conversion to Full Time/Perm Status	0	0		0	0	0	0
Disciplinary Action	l	<u> </u>	<u> </u>			<u> </u>	<u> </u>
Demotion	0	0		0	0	0	0
Reprimand	1	0		0	0	0	0
Suspension	0	1		0	0	0	0
Removal	0	0		0	0	0	0
Duty Hours	0	0		0	0	0	0

Perf. Eval./ Appraisal

Examination/Test	0	0	0	0	0	0
Harassment	1	I	I	I	I	I
Non-Sexual	3	4	2	1	6	0
Sexual	1	0	0	2	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	0	0	0
Promotion/Non-Selection	0	3	0	0	1	0
Reassignment	1	ı	I	I	ı	ı
Denied	0	0	0	0	0	0
Directed	0	3	0	0	0	0
Reasonable Accommodation Disability	0	1	0	0	2	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	1	0
Terms/Conditions of Employment	0	2	0	1	1	0
Time and Attendance	0	0	1	0	1	0
Training	0	2	0	0	0	0
Other	I	1	I	I	I	I
Processing Time		Com	parative	Data		

		Previ	ous Fisc	cal Year I	Data		2021Thru12-31
	2016	201	17	2018	2019	2020	20211111112-31
Complaints pending during	g fiscal yea	ar			I	I	
Average number of days in investigation	282.11	195	.00	202.00	249.00	165.43	132.00
Average number of days in final action	0	162.	2.33 56.00 44.50 127.33		127.33	39.00	
Complaint pending during	fiscal year	r where h	nearing	was requ	uested	I	I
Average number of days in investigation	252.86	208.	.75	216.00	249.00	181.00	0
Average number of days in final action	0	0		0	44.50	162.50	39.00
Complaint pending during	fiscal year	where hearing		was not	requeste	ed	I
Average number of days in investigation	384.50	176	.67	146.00	0	126.50	132.00
Average number of days in final action	0	162.	.33	56.00	0	57.00	0
	1	1		Con	nparative	e Data	I
Complaints Dismissed by	Agency	ı	Previou	s Fiscal Y	ear Data	9	2021Thru12-31
		2016	2017	2018	2019	2020	20211111112-31
Total Complaints Dismissed Agency	d by	0	0	0 0		0	0
Average days pending prio dismissal	r to	0 0		0	0	0	0
	Complain	nts Witho	drawn b	y Compl	ainants	1	
Total Complaints Withdraw Complainants	vn by	0	1	1	0	0	0

							Со	mpara	ative	Data	a			
Total Final Agency Actions Finding				Pre	vio	us F	isca	al Year	Data	l				hru12-
Discrimination	20	16		20:	17		201	8 20	019	20)20		3	31
	#	%	#		%	#	9	6 #	%	#	9	%	#	%
Total Number Findings	0		0			0		0		0			0	
Without Hearing	0	0	0		0	0	(0	0	0		0	0	0
With Hearing	0	0	0		0	0	(0	0	0		0	0	0
Findings of Discrimination Rendere	d						C	ompa	rative	e Da	ta			
by Basis	Previous Fiscal Year Data										20	021Thr	u12-31	
Note: Complaints can be filed alleging multiple bases.The sum of		20:	16	20	17	20	18	20	19	20	20		0211111	u12
the bases may not equal total complaints and findings.		#	%	#	%	#	%	#	%	#	%	#		%
Total Number Findings		0		0		0		0		0		0		
Race		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
Religion		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
Sex		0	0	0	0	0	0	0	0	0	0	0		0
PDA		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	0	0	0	0	0		0
Disability		0	0	0	0	0	0	0	0	0	0	0		0

				I								
Genetics	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
		<u> </u>		ı								
Findings After Hearing	0		0		0		0		0		0	
Race	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
Religion	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
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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
	1											
Findings Without Hearing	0		0		0		0		0		0	
Race	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
Religion	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

Sex	0	0	0	0	0	0	0	0		0	0	0 0			
PDA	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	0	0		0	0	0 0			
Disability	0	0	0	0	0	0	0	0		0	0	0 0			
Genetics	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			
		I	<u> </u>	<u> </u>	<u> </u>	C	ompar	ativ	/e [Dat	a				
Findings of Discrimination Rendered		F	Prev	/iou	ıs Fi	isca	l Year I	Data	a			200471 42.04			
by Issue	20	16	20	17	20	18	201	9	20	020)	2021Thru12-31			
	#	%	#	%	#	%	#	%	#	%	5 #	%			
Total Number Findings	0		0		0		0		0		C				
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	C	0			
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	C	0			
Awards	0	0	0	0	0	0	0	0	0	0	C	0			
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	C	0			
				1							0 0 0				
Disciplinary Action	<u> </u>														
Disciplinary Action Demotion	0	0	0	0	0	0	0	0	0	0	C	0 0			
	0	0	0	0	0	0	0	0	0	0					
Demotion											С	0			

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ 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		1		I		ı	ı					
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	<u> </u>	I		I	I	1	l .	1	1	I		
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
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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
		1	1		1			1		1		

		,							,			
Findings After Hearing	0		0		0		0		0		0	
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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		1		I				1		I		
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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ 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		<u> </u>	I	<u> </u>	I			<u> </u>	1	<u> </u>	1	I
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

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
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 - User Define										1		
Findings Without Hearing	0		0		0		0		0		0	
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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1	1		<u> </u>	1		I <u> </u>	I	ı	<u> </u>		1
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
							<u> </u>					

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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ 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				ı			I	1	1	ı		
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
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 - User Define												
						C	Compai	ati	ve [Dat	а	
Pending Complaints Filed in Previous Fiscal Years by Status			P	revi	ous	s Fis	cal Yea	r D	ata			2021Thru12-
		20:	16		20:	17	2018	2018 20		2	020	31
Total complaints from previous Fiscal Years		8		10		14		8		9	15	
Total Complainants		8		10		14		8		9	15	
Number complaints pending				1			1	<u> </u>				1
Investigation		0			0		0		0		0	3
ROI issued, pending Complainant's action		0			0	1	0		0		0	1
Hearing		6		10)	12	12 6			6	9
Final Agency Action		1			0	1	2	2 2		3		1
Appeal with EEOC Office of Federal Operations		0			2		2	4		4		4
							Com	ра	rati	ve	Data	1
Complaint Investigations				Previous		Fiscal	Yea	ar D	ata	1	2021Thru12-	
		Ī		016	2	017	2018	20	019	2	020	31
Pending Complaints Where Investigation	ons	ns		0		1	0		0		0	0