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 2nd 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 2nd Quarter 2021 for period ending March 31, 2021

Comparative Data

		Previous Fiscal Year Data												
Complaint Activity	Pr	evious	Fiscal	Year	Data		2021Thru03-31							
	2016	2017	2018	201	9 202		J211 III UVJ-31							
Number of Complaints Filed	7	8	2	3	9		0							
Number of Complainants	7	8	2	3	9		0							
Repeat Filers	0	0	0	0	0		0							
Complaints by Pagis				Com	ve Da	ve Data								
Complaints by Basis		Pre	vious l	Data										
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	ı of	2016	2017	2018	2019	2020	2021Thru03- 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	5	0							
Sex		4	6	0	3	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	4	0
Genetics	0	0	0	0	0	0
Non-EEO	0	2	0	0	1	0
			Com	parati	ve Dat	ta
Complaints by Issue	Pre	vious l	Fiscal `	Year I	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru03- 31
Appointment/Hire	3	0	0	0	0	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						
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	1	3	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment				-		
Non-Sexual	3	4	2	1	5	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						
Denied	0	0	0	0	0	0
Directed	0	3	0	0	0	0

Complaints Distillssed by A	gency	2019		2021Thru03- 31			
Complaints Dismissed by A	genev	Previ	ous Fis			tive Dat	
Average number of days in final action	0	162.33	56.00		0	57.00	0
Average number of days in investigation	384.50	176.67	146.00)	0	126.50	0
Complaint pending during fisc	al year w	vhere he	aring w	as no	ot req	uested	
Average number of days in final action	0	0	0	44	1.50	162.50	39.00
Average number of days in investigation	252.86	208.75	216.00	24	9.00	181.00	138.00
Complaint pending during fisc	al year v	vhere he	aring w	as re	ques	ted	
Average number of days in final action	0	162.33	56.00	44	1.50	127.33	39.00
Average number of days in investigation	282.11	195.00	202.00	24	9.00	165.43	138.00
Complaints pending during fis	cal year	ı					1
_	2016	2017	2018	20	019	2020	31
Processing Time	P	revious		_			2021Thru03
other .			Con	npara	ative	Data	
Training Other		0		0	0	0	0
Time and Attendance		0 0	2	$\frac{1}{0}$	0		0
Terms/Conditions of Employn	nent	0	2	0	1	1	0
Termination		0	0	0	0	1	0
Telework		0	0	0	0	0	0
Sex-Stereotyping		0	0	0	0	0	0
Retirement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Reinstatement		0	0	0 0		0	0

Total Complaints Dismissed by Agency		0		0		0	()	()		0
Average days pending prior to dismissal		0		0		0	()	()		0
Complaints W	itho	lrav	vn]	by (Cor	npla	ain	ants	S			
Total Complaints Withdrawn by Complainants		0		1		1	()	()		0
					C	om	pai	ativ	ve l	Data	ı	
Total Final Agency Actions		Pre	vio	us I	isc	al Y	Zea	r D	ata	ı	20217	Thru03-
Finding Discrimination	20	16	20	17	20	18	20	19	20	20		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination	Comparative Data											
Rendered by Basis		Pr	evic	ous	Fis	cal	Ye	ar I) at	a	2021	Thru03-
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	2	016		017		018	20	019		020	#	31 %
complaints and findings	"	%	#	%	#	%	"	/0	"	, ,	#	/0
complaints and findings. Total Number Findings		% 0		% 		% 0		/0				70
Total Number Findings	0		0		0		0		0		0	
Total Number Findings Race	0	0	0	0	0	0	0	0	0	0	0 0	0
Total Number Findings Race Color	0 0	0 0	0 0	0	0 0	0 0	0 0	0	0 0	0 0	0 0 0	0 0
Total Number Findings Race Color Religion	0 0 0	0 0	0 0	0 0	0 0 0		0 0 0		0 0	0 0	0 0 0 0	0 0
Total Number Findings Race Color Religion Reprisal	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0	0 0	0 0 0 0	0 0 0		0 0	0 0 0 0 0	0 0 0 0
Total Number Findings Race Color Religion Reprisal Sex	0 0 0	0 0 0	0 0	0 0	0 0 0 0	0 0 0	0 0 0		0 0	0 0 0 0	0 0 0 0	0 0
Total Number Findings Race Color Religion Reprisal Sex PDA		0 0 0 0		0 0 0 0				0 0 0 0		0 0 0 0 0	0 0 0 0 0 0	0 0 0 0
Total Number Findings Race Color Religion Reprisal Sex PDA National Origin				0 0 0 0 0 0				0 0 0 0 0 0			0 0 0 0 0 0	0 0 0 0 0
Total Number Findings Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act				0 0 0 0 0 0 0		0 0 0 0 0 0		0 0 0 0 0 0 0			0 0 0 0 0 0	0 0 0 0 0 0
Total Number Findings Race Color Religion Reprisal Sex PDA National Origin				0 0 0 0 0 0				0 0 0 0 0 0			0 0 0 0 0 0 0	0 0 0 0 0 0

Findings of Discrimination		<u> </u>		<u> </u>	C	0mi	nar	ativ	e T) ata	<u> </u>	I
Non-EEO	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
Disability	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
Equal Pay Act	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
PDA	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
Reprisal	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
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
indings Without Hearing	0		0		0		0		0		0	
Non-EEO	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
Disability	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
Equal Pay Act	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
PDA	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
Reprisal	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
Color	0	0	0	0	0	0	0	0	0	0	0	0
indings After Hearing Race	$0 \ 0$	0	0	0	0	0	0	0	0	0	0	0
: 1: A 64 II	0		0		0		0		0	·	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Rendered by Issue		Pre	evio	ous]	Fis	cal `	Ye	ar D	ata	a	2021	Thru03-
	20)16	20)17	20)18	20)19	2020		31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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						-						
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						-						
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												•
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											-	
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												•
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												
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												
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												
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			-									

ne

			Com	parati	ive Dat	ta	
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	Fiscal	Year I	D ata	2021Thru03-	
110vious 11stur 1 curs by seucus	2016	2017	2018	2019	2020	31	
Total complaints from previous Fiscal Years	8	10	14	8	9	14	
Total Complainants	8	10	14	8	9	14	
Number complaints pending		-		-			
Investigation	0	0	0	0	0	1	
ROI issued, pending Complainant's action	0	0	0	0	0	0	
Hearing	6	10	12	6	6	9	
Final Agency Action	1	0	2	2	3	4	
Appeal with EEOC Office of	0	2	2	4	4	6	

Federal Operations												
	Comparative Data											
Complaint Investigations	Pre	vious l	Fiscal	Year I	D ata	2021Thru03-						
	2016	2017	2018	2019	2020	31						
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0						