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 4th 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 4th Quarter 2021 for period ending September 30, 2021

	Comp	parative Data								
Complaint Activity	Previo	us Fisca	ıl Yeaı	r Data			2021Thru09			
	2016	2017	2018	2019		2020	30			
Number of Complaints Filed	7	8	2	3		9	8			
Number of Complainants	7	8	2	3		9 0	8			
Repeat Filers	0	0	0	0			0			
Complaints by Basis		Com	parativ	ve Dat	a	1	1			
Complaints by basis		Previ	ous Fi	scal Y	ear Da	nta				
Note: Complaints can be filea	l						2021Thru09-			
alleging multiple bases. The su the bases may not equal total complaints filed.		2016	2017	2018	2019	2020	30			
alleging multiple bases. The st the bases may not equal total		2016	2017 3	2018 0	2019 1	2020 3	30 3			
alleging multiple bases. The st the bases may not equal total complaints filed.										
alleging multiple bases. The su the bases may not equal total complaints filed. Race		3	3	0	1	3	3			
alleging multiple bases. The su the bases may not equal total complaints filed. Race Color		3	3	0	1	3	3			
alleging multiple bases. The su the bases may not equal total complaints filed. Race Color Religion		3 0 0	3 1 0	0 0 0 0	1 0 0	3 0 0	3 1 2			
alleging multiple bases. The su the bases may not equal total complaints filed. Race Color Religion Reprisal		3 0 0 7	3 1 0 4	0 0 0 2	1 0 0 2	3 0 0 5	3 1 2 5			
alleging multiple bases. The su the bases may not equal total complaints filed. Race Color Religion Reprisal Sex		3 0 0 7 4	3 1 0 4 6	0 0 0 2 0	1 0 2 3	3 0 0 5 4	3 1 2 5 5 5			

Age		1	3	1	0	1	2	
Disability		2	1	1	1	4	0	
Genetics		0	0	0	0	0	0	
Non-EEO		0	2	0	0	1	1	
Complaints by Issue	Compara	ntive D	ata		1			
Complaints by Issue	Previous	Fiscal						
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2016	2017	7 201	18 2	2019	2020	2021Thru09- 30	
Appointment/Hire	3	0	0	()	0	3	
Assignment of Duties	1	4	1	()		0	
Awards	0	0	0	()	0	0	
Conversion to Full Time/Perm Status	0	0	0	()	0	0	
Disciplinary Action		1		I			1	
Demotion	0	0	0	()	0	0	
Reprimand	1	0	0	()	0	0	
Suspension	0	1	0	()	0	0	
Removal	0	0	0	()	0	0	
Duty Hours	0	0	0	()	0	0	
Perf. Eval./ Appraisal	1	3	0	(0	0	0	
Examination/Test	0	0	0	()	0	0	

	2016	2017		2018	2019	2020	
Processing Time	Previo	us Fiscal Y	'ear l	Data			2021Thru09-30
	Compa	rative Dat	ta				
Other							
Training		0	2	0	0	0	1
Time and Attendance	ce	0	0	1	0	1	0
Terms/Conditions o Employment	f	0	2	0	1	1	0
Termination		0	0	0	0	1	1
Telework		0	0	0	0	0	0
Sex-Stereotyping		0	0	0	0	0	0
Retirement		0	0	0	0	0	0
Religious Accommo	odation	0	0	0	0	0	0
Reinstatement		0	0	0	0	0	0
Reasonable Accom Disability	nodation	0	1	0	0	2	0
Directed		0	3	0	0	0	0
Denied		0	0	0	0	0	0
Reassignment		<u> </u>		I		I	I
Promotion/Non-Sel	ection	0	3	0	0	1	1
Pay including overt	ime	0	1	0	0	0	0
Medical Examination	on	0	0	0	0	0	0
Sexual		1	0	0	2	1	1
Non-Sexual		3	4	2	1	5	2

Average days pendin to dismissal	g prior	0	0	0	0	0	0
Total Complaints Dismissed by Agency	у	0 0 0		0	0	0	
		2016	2016 2017 2018 2019 2020				
Complaints Dismiss Agency	ed by	Previo	ous Fisca	al Year I	Data		2021Thru09-3
~		Comp	arative	Data			
Average number of days in final action	0	162.3	3	56.00	0	57.00	378.00
Average number of days in investigation	384.50	176.6	7	146.00	0	126.50	92.00
Complaint pending d	uring fis	cal yea	r where	hearing	was not r	requested	1
Average number of days in final action	0	0		0	44.50	162.50	39.17
Average number of days in investigation	252.86	208.7	5	216.00	249.00	181.00	161.50
Complaint pending d	uring fis	cal yea	r where	hearing	was requ	ested	·
Average number of days in final action	0	162.3	3	56.00	44.50	127.33	87.57
Average number of days in investigation	282.11	195.0	0	202.00	249.00	165.43	147.60

Withdrawn by Complainants	0 1 1 0 0									0					
	C	om	par	ati	ve D	ata	a					1			
Total Final Agency Actions Finding	P	rev	ious	s Fi	scal	Y	ear I	Data					202	1Thru09	
Discrimination	2()16	2	2017		20	18	20	2019		20		30		
	#	%	, #	%)	#	%	#	%	#	0	%	#	%	
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 Rendered by Basis					ativo Fis			r Da	ita						
		Previous Fiscal Year Data 2d 2016 2017 2018 2019 2020 # % # % # % # % # %									- 40	2021Thru09-30			
alleging multiple bases. The sum of the bases may not equal total complaints and												#	%		
Note: Complaints can be file alleging multiple bases. The sum of the bases may not equal total complaints and findings. Total Number Findings												#	%		
alleging multiple bases. The sum of the bases may not equal total complaints and findings.		#		#		#	%	#		#		0	%		
alleging multiple bases. The sum of the bases may not equal total complaints and findings. Total Number Findings		#	%	#	%	#	%	#	%	#	%	0			
alleging multiple bases. The sum of the bases may not equal total complaints and findings. Total Number Findings Race		# 0 0	%	# 0 0	%	# 0 0	%	# 0 0	%	# 0 0	%	0	0		
alleging multiple bases. The sum of the bases may not equal total complaints and findings. 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 0	0		
alleging multiple bases. The sum of the bases may not equal total complaints and findings. 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 0	% 0 0	# 0 0 0 0	% 0 0 0 0	0 0 0 0	0 0 0 0 0		
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alleging multiple bases. The sum of the bases may not equal total complaints and findings. 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 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	0 0 0 0 0		

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Reprisal	0	0	0	0	0	0	0	0	() ()	0	0		
Sex	0	0	0	0	0	0	0	0	() ()	0	0		
PDA	0	0	0	0	0	0	0	0	() ()	0	0		
National Origin	0	0	0	0	0	0	0	0	() ()	0	0		
Equal Pay Act	0	0	0	0	0	0	0	0	() ()	0	0		
Age	0	0	0	0	0	0	0	0	() ()	0	0		
Disability	0	0	0	0	0	0	0	0	() ()	0	0		
Genetics	0	0	0	0	0	0	0	0	() ()	0	0		
Non-EEO	0	0	0	0	0	0	0	0	() ()	0	0		
	C	omp	ar	ative	e D	ata	<u> </u>						1		
Findings of Discrimination	Pı	Previous Fiscal Year Data										2021Thru09-30			
Findings of Discrimination Rendered by Issue		revio		Fise		Yea)18		Data D19	20	20	_ 2	02	1Thru09-30		
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Rendered by Issue	20)16	20)17	20)18	20)19	20	-					
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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		1		1	1	1	1	1		<u> </u>	1	1
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		1		1		1		1		<u> </u>	1	1
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 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		1		<u>.</u>	1	1		1		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
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		1		1		1	1	1		1		1
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		<u> </u>		<u> </u>		<u> </u>	1	<u> </u>		<u> </u>		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

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		1		1	1	1	1	1		1	1	1
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		1		1	1	1	1	1	1	1	1	1
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		
Other - User Define	<u> </u>		I		<u> </u>		<u> </u>		<u> </u>	<u> </u>				
			C	omp	ar	ative	D	ata						
Pending Complaints Filed in Previous Fiscal Years by State		Pı	revio	ous	Fisc	al	Year	D	ata			2021Thru09-		
		20	2016		2017		2018	2	019	20	20	30		
Total complaints from previous Years	Fi	scal	8			10		14	8		9		8	
Total Complainants			8			10		14	8		9		8	
Number complaints pending						<u> </u>			<u> </u>		<u> </u>		1	
Investigation			0			0		0	0		0		0	
ROI issued, pending Complainant's action			0			0		0	0		0		0	
Hearing			6			10 0	12 2	12	6		6		7	
Final Agency Action			1					2		3		1		
Appeal with EEOC Office of Federal Operations	Appeal with EEOC Office of					2		2	3		0		2	
			<u> </u>	Co	mp	oarati	V	e Dat	Data				I	
Complaint Investigations			Pro	evi	ous F	is	cal Y	ea	r Da	ita		2021Thru09-		
				201	16	2017		2018	2	019	20	20	30	
Pending Complaints Where Investigations Exceed Required Time Frames				0		1		0	0		0		0	