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 2017 through 3rd Quarter fiscal year 2022.

- 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 3rd Quarter 2022 for period ending June 30, 2022

	Comparative Data												
Complaint Activity	ı	Previous	2022Thru06-30										
	2017	2018	2019	2020	2021	20221111000 30							
Number of Complaints Filed	8	2	3	9	7	13							
Number of Complainants	8	2	3	9	7	13							
Repeat Filers	0	0	0	0	0	0							

Complaints by Basis	Comparative Data											
	Pro	evious	ata									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru06- 30						
Race	3	0	1	3	2	4						
Color	1	0	0	0	0	2						
Religion	0	0	0	0	2	2						
Reprisal	4	2	2	5	5	5						
Sex	6	0	3	4	5	2						

PDA	0	0	0	0	0	0
National Origin	0	0	0	0	2	3
Equal Pay Act	1	0	0	0	0	0
Age	3	1	0	1	2	4
Disability	1	1	1	4	0	4
Genetics	0	0	0	0	0	0
Non-EEO	2	0	0	1	1	1
Complaints by Issue			Com	parativ	e Data	·
complaints by issue	Pro	evious	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru06- 30
Appointment/Hire	0	0	0	0	3	0
Assignment of Duties	4	1	0	0	1	2
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	0	0	0	0	0	0
Suspension	1	0	0	0	0	0
Removal	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	3	0	0	0	0	2

Examination/Test	0	0	0	0	0	0
Harassment	'					1
Non-Sexual	4	2	1	5	2	4
Sexual	0	0	2	1	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	0	0	0
Promotion/Non-Selection	3	0	0	1	0	3
Reassignment		I	П	I	I	I
Denied	0	0	0	0	0	0
Directed	3	0	0	0	0	0
Reasonable Accommodation Disability	1	0	0	2	0	1
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	1	1	1
Terms/Conditions of Employment	2	0	1	1	0	2
Time and Attendance	0	1	0	1	0	0
	1					0

	Comparative Data													
Processing Time		Previou	ıs Fisc	2022Thru06-										
	2017	2018	201	19 2	2020	2021	30							
Complaints pending during fiscal year	r	1		ı	ı									
Average number of days in investigation	195.00	202.00	249	.00 10	55.43	147.60	107.00							
Average number of days in final action	162.33	56.00	44.	50 12	27.33	87.57	22.75							
Complaint pending during fiscal year	ır where hearing was requested													
Average number of days in investigation	208.75	216.00	249	.00 18	31.00	161.50	101.38							
Average number of days in final action	0	0	44.	50 10	62.50	39.17	21.50							
Complaint pending during fiscal year	where h	earing	was no	ot requ	iested									
Average number of days in investigation	176.67	146.00	0	12	26.50	92.00	122.00							
Average number of days in final action	162.33	56.00	0	5	7.00	378.00	24.00							
			<u>'</u>	Con	nparat	ive Data	3							
Complaints Dismissed by Agen	ісу	Pre	vious	Fiscal	Year D	ata	2022Thru06-							
		2017	2018	2019	2020	2021	30							
Total Complaints Dismissed by Agend	СУ	0	0	0	0	0	0							
Average days pending prior to dismis	ssal	0	0	0	0	0	0							
Complain	ts Withd	rawn b	y Com	plaina	nts									
Total Complaints Withdrawn by Complainants		1	1	0	0	0	1							

						C	om	par	ativ	ve l	Data	1		
Total Final Agency Actions Finding		Pr	evi	iou	ıs F	isc	al Y	ear	Da	ıta		2022T	hru06-	
Discrimination	20)17	17 20		8 2	201	19	202	20	20	21	30		
	#	%	#	9	6	#	%	#	%	#	%	#	%	
Total Number Findings	0		0			0		0		0		0		
Without Hearing	0	0	0	C) (0	0	0	0	0	0	0	0	
With Hearing	0	0	0	C) (0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basi	<u> </u>	1				(Com	pai	rati	ive	Dat	a		
Thumps of Discrimination Rendered by Dasi		P	re	vio	us	Fis	cal	Yea	ar C	ata	a	2022	Γhru06	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may no		201	7	20	18	20	019	20	020	2	021	30		
equal total complaints and findings.		# 9	6	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	(ס		0		0		0		C		0		
Race	(0)	0	0	0	0	0	0	С	0	0	0	
Color	(0)	0	0	0	0	0	0	C	0	0	0	
Religion	(0 0)	0	0	0	0	0	0	C	0	0	0	
Reprisal	(0 0)	0	0	0	0	0	0	C	0	0	0	
Sex	(0)	0	0	0	0	0	0	C	0	0	0	
PDA	(0 0)	0	0	0	0	0	0	C	0	0	0	
National Origin	(0 0)	0	0	0	0	0	0	C	0	0	0	
Equal Pay Act	(0 0)	0	0	0	0	0	0	C	0	0	0	
Age	(0)	0	0	0	0	0	0	C	0	0	0	
Disability	(0)	0	0	0	0	0	0	С	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
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
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
PDA 0
PDA 0
PDA 0
PDA 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

	Comparative Data													
Findings of Discrimination Rendered by		Pr	evi	2022Thru06-										
Issue	2017		20)18	20	19	20	20	20	21	3	30		
		%	#	%	#	%	#	%	#	%	#	%		
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				1		1					ı	ı		
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

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	I	<u> </u>									I	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	'										•	
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										ı	ı
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			<u> </u>	<u> </u>				<u> </u>		<u> </u>			
	Comparative Data												
Pending Complaints Filed in Previous Fiscal Years by Status		Pr	ev	2022Thru06-									
	2	017	2	018	2	019	2	020	2	2021		30	
Total complaints from previous Fiscal Years		10		14		8		9		8	13		
Total Complainants		10		14		8		9		8	13		
Number complaints pending													
Investigation		0		0		0		0		0	1		
ROI issued, pending Complainant's action		0		0		0		0	Ī	0	0		
Hearing		10		12		6		6		7	11		
Final Agency Action		0		2		2		3		1	1		
Appeal with EEOC Office of Federal Operations		2		2		3		0		3		4	
Complaint Investigations		Comparative Data											
		Pı	rev	vious	2022Thru06								
	2	017	2	2018	2	019	2	020	2	2021		30	
Pending Complaints Where Investigations Exceed Required Time Frames		1		0		0		0		0		0	