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 2015 through 1st Quarter fiscal year 2020.

- 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 2020 for period ending December 31, 2019

			Cor	nparat	ive Da	ta	
Complaint Activity	ı	Previou	s Fiscal	l Year I	Data		2020Thru12-
	2015	2016	2017	20	18	2019	31
Number of Complaints Filed	8	6	8	2	2	3	4
Number of Complainants	8	6	8	2	2	3	4
Repeat Filers	0	0	0	()	0	0
Complaints by Basis			ı	Com	parativ	e Data	1
Complaints by basis		Pro	evious	Fiscal `	Year Da	ata	
Note: Complaints can be filed allegir multiple bases. The sum of the bases equal total complaints filed.	_	2015	2016	2017	2018	2019	2020Thru12- 31
Race		5	2	4	0	1	0
Color		2	0	2	0	0	0
Religion		0	0	0	0	0	0
Reprisal		7	6	5	2	2	3
Sex		2	4	6	0	3	1

PDA		0	0	0	0	0	0
National Origin		0	0	1	0	0	0
Equal Pay Act		0	0	2	0	0	0
Age		0	1	4	1	0	0
Disability		2	2	1	1	1	1
Genetics		0	0	0	0	0	0
Non-EEO		0	0	2	0	0	1
Commission to have been		1	Coı	npar	ative Da	ta	I
Complaints by Issue	Р	revious	Fisca	l Yea	r Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	5 20)17	2018	2019	2020Thru12- 31
Appointment/Hire	1	2		0	0	0	0
Assignment of Duties	1	1		4	1	0	0
Awards	2	0		0	0	0	0
Conversion to Full Time/Perm Status	0	0		0	0	0	0
Disciplinary Action	I		<u> </u>				I
Demotion	0	0		0	0	0	0
Reprimand	1	1		0	0	0	0
Suspension	0	0		1	0	0	0

Removal

Duty Hours

Perf. Eval./ Appraisal	2	1	3	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment	ı	ı	I	ı	ı	ı
Non-Sexual	4	3	4	2	1	2
Sexual	1	1	1	0	2	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	2	0	0	0
Promotion/Non-Selection	3	0	4	0	0	0
Reassignment						1
Denied	0	0	0	0	0	0
Directed	0	0	2	0	0	0
Reasonable Accommodation Disability	0	0	1	0	0	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	0	0
Terms/Conditions of Employment	4	0	2	0	1	1
Time and Attendance	1	0	0	1	0	1
Training	1	0	2	0	0	0
Other	1	I.	I	I	I.	ı

			(Compara	ative Dat	ta	
Processing Time		Previ	ous Fisc	al Year	Data		2020Thru12-31
	2015	201	L6	2017	2018	2019	20201111012-31
Complaints pending during	g fiscal yea	ar			I		I.
Average number of days in investigation	247.50	260.	.88	195.00	202.00	249.00	163.00
Average number of days in final action	35.00	0		162.33	56.00	44.50	40.00
Complaint pending during	fiscal year	where h	nearing	was requ	uested		I.
Average number of days in investigation	247.50	252.	.86	208.75	216.00	249.00	163.00
Average number of days in final action	35.00	0		0	0	44.50	40.00
Complaint pending during	fiscal year	where h	nearing	was not	requeste	ed	l
Average number of days in investigation	0	317.	.00	176.67	146.00	0	0
Average number of days in final action	0	0		162.33	56.00	0	0
	1			Con	nparativ	e Data	I
Complaints Dismissed by	Agency	ı	Previous	s Fiscal \	ear Data	a	20207142-24
		2015	2016	2017	2018	2019	2020Thru12-31
Total Complaints Dismisse Agency	d by	0	0	0	0	0	0
Average days pending prio	rto	0	0	0	0	0	0
	Complain	nts Witho	lrawn b	y Comp	lainants		<u> </u>

Total Complaints Withdrawn by Complainants		0		0		1		1		0)		C)
						Con	пра	rati	ive I	Data	а	•		
Total Final Agency Actions Finding			P	revio	us Fi	scal	Yea	ar D	ata					hru12-
Discrimination	20	15	2	2016	2	017		201	8	20)19		3	31
	#	%	#	%	#	%	i	# 9	%	#	9	%	#	%
Total Number Findings	0		0		0		(ס		0			0	
Without Hearing	0	0	0	0	0	0	(ס	0	0		0	0	0
With Hearing	0	0	0	0	0	0	(ס	0	0		0	0	0
Findings of Discrimination						Comparative D			Data	<u></u>			1	
Rendered by Basis	Previous Fiscal Year Data							7	020Th	ru12-31				
Note: Complaints can be filed alleging multiple bases.The sum of	20	015		201	6	20	17	20	18	8 20:			0201111	u12-31
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
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	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
					Con	npa	rativ	ve C	ata	a		
Findings of Discrimination		Pı	revious	Fisc	al Y	ear	Dat	а			20	20Thru12-21
Findings of Discrimination Rendered by Issue	20	Pi 15	revious 201		al Ye		Dat 2018		2019	9	20	20Thru12-31
_	20		I	6	201	7 2		3 2			20	20Thru12-31 %
_		15	201	6	201	7 2	2018 # %	3 2	ŧ 9	6		
Rendered by Issue	#	15	201 (6 /	201 : # 9	7 2	2018 # %	3 2	‡ 9)	6 1	#	
Rendered by Issue Total Number Findings	# 0	%	201 0 #	6 2	201 : # 9 0 0 0	7 2 % #	2018 # 99	3 2 2 6 # C C C C C C C C C C C C C C C C C C	# 9)) (6 ;	# D	%
Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties	# 0	% 0	201 (# 0 0	6 : % 0 0	# 9 0 0 (7 2 2 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	# % 0 (0)	33 22 66 # # CCCCCCCCCCCCCCCCCCCCCCCCCCCCC	# 9)) () () (# D	%
Rendered by Issue Total Number Findings Appointment/Hire	# 0 0	% 0 0	201 (# 0 0 0	6 : % O O O O O	2011 # 9 00 0 00 0	7 2 2 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	# % % % % % % % % % % % % % % % % % % %	2 2 2 3 3 2 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	# 9 0) ((i) (i) (i) (i) (ii) (ii) (ii) (ii) (ii	# DD	0 0
Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm	# 0 0 0 0 0	% 0 0	# 0 0 0 0 0	6 : % O O O O O	2011 # 9 00 00 (00 00 (00	7 2 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	# % % % % % % % % % % % % % % % % % % %	2 2 2 3 3 2 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	# 9 0) ((i) (i) (i) (i) (ii) (ii) (ii) (ii) (ii	# D D D D D D D D D D D D D D D D D D D	% 0 0
Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full Time/Perm Status	# 0 0 0 0 0	% 0 0	# 0 0 0 0 0	6 : % 0 0 0 0 0 0 0	# 9 0 0 0 0 0 0	7 2 6 7 6 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	# % % % % % % % % % % % % % % % % % % %	3 2 6 # C C C C C C C C C C C C C C C C C C	# 9 0) (0) (0) (6 1	# D D D D D D D D D D D D D D D D D D D	% 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	ı	ı	<u> </u>			I	I				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												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
I .	1		I.	1	1						1	I

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		ı	ı									ı
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

			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		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	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

Complaint investigations			2015	ı		201		201			19	2020Thru12- 31
Complaint Investigations			D	revio	1115			oara 'ear			ata	
Appeal with EEOC Office of Federal Operations		0		0		2		2			4	4
Final Agency Action		0		1		0		2			2	1
Hearing		2		5		10		12	2	(6	8
ROI issued, pending Complaina action	nt's	0		0		0		0			0	0
Investigation		0		0		0		0		(0	0
Number complaints pending		1								1		1
Total Complainants		2		6		10		14	1		8	9
Total complaints from previous Fisc Years	al	2		6		10		14	1		8	9
		201	5 2	2016		201	7	201	L8	20	19	31
Pending Complaints Filed in Previo	ous		Pre	eviou	s Fi	scal	Ye	ar D	ata	1		2020Thru12-
						Cor	npa	rati	ive	Dat	а	
Other - User Define												
Training	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
Terms/Conditions of Employment	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
Telework	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0