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 1st 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 1st Quarter 2022 for period ending December 31, 2021

	Comparative Data										
Complaint Activity	ı	Previou	s Fiscal	l Year I	Data		2022Thru12-				
	2017	2018	2019	20	20	2021	31				
Number of Complaints Filed	8	2	3	g)	8	5				
Number of Complainants	8	2	3	9)	8	5				
Repeat Filers	0	0	0	()	0	0				
Complaints by Basis	1	e Data	1								
Complaints by basis		Pro	evious	Fiscal `	ear Da	ata					
Note: Complaints can be filed allegir multiple bases.The sum of the bases equal total complaints filed.	_	2017	2018	2019	2020	2021	2022Thru12- 31				
Race		3	0	1	3	3	1				
Color		1	0	0	0	1	0				
Religion		0	0	0	0	2	1				
Reprisal		4	2	2	5	6	2				
Sex		6	0	3	4	5	2				

PDA														
Equal Pay Act	PDA		0	0	0	0	0	0						
Age 3 1 0 1 2 1 Disability 1 1 1 1 4 0 2 Genetics 0 0 0 0 0 0 Non-EEO 2 0 0 1 1 0 Comparative Data Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. 2017 2018 2019 2020 2021 2021 31 Appointment/Hire 0 0 0 0 3 0 Assignment of Duties 4 1 0 0 1 1 Awards 0 0 0 0 0 0 Conversion to Full Time/Perm Status 0 0 0 0 0 0	National Origin		0	0	0	0	2	1						
Disability 1 1 1 1 4 0 2 Genetics 0 0 0 0 0 0 0 Non-EEO 2 0 0 1 1 0 Comparative Data Complaints by Issue Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. 2017 2018 2019 2020 2021 2021 31 Appointment/Hire 0 0 0 0 3 0 Assignment of Duties 4 1 0 0 1 1 Awards 0 0 0 0 0 0 0 Conversion to Full Time/Perm Status 0 0 0 0 0 0	Equal Pay Act		1	0	0	0	0	0						
Complaints by Issue Comparative Data Complaints by Issue Previous Fiscal Year Data Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Appointment/Hire O O O O O O O O O	Age		3	1	0	1	2	1						
Non-EEO 2 0 0 1 1 0	Disability		1	1	1	4	0	2						
Complaints by Issue Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Appointment/Hire 0 0 0 0 3 0 Assignment of Duties 4 1 0 0 1 1 Awards 0 0 0 0 0 0 0 Conversion to Full Time/Perm Status	Genetics		0	0	0	0	0	0						
Complaints by Issue Previous Fiscal Year Data Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Appointment/Hire 0 0 0 0 0 3 0 Assignment of Duties 4 1 0 0 1 1 Awards 0 0 0 0 0 0 0 Conversion to Full Time/Perm Status	Non-EEO		2 0 0 1 1 0											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Appointment/Hire 0 0 0 0 0 1 1 2018 2019 2020 2021 2021 31 2018 2019 2020 2021 31 2018 2019 2020 2021 31 2018 2019 2020 31 2021 31 2018 2019 2020 31 2021 31 2018 2019 2020 31 2021 31 2018 2019 2020 31 2021 31 2018 2020 31 2021 31 2018 2020 31 2021 31 2020 31	Complaints by Issue													
alleging multiple bases. The sum of the bases may not equal total complaints filed. 2017 2018 2019 2020 2021 31 Appointment/Hire 0 0 0 0 3 0 Assignment of Duties 4 1 0 0 1 1 Awards 0 0 0 0 0 0 Conversion to Full Time/Perm Status 0 0 0 0 0 0	complaints by issue	Р	Previous Fiscal Year Data											
Assignment of Duties	alleging multiple bases.The sum of the bases may not equal total	2017	2018	20	19	2020	2021							
Awards 0 0 0 0 0 0 0 0 0 Conversion to Full Time/Perm 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Appointment/Hire	0	0		0	0	3	0						
Conversion to Full Time/Perm 0 0 0 0 0 0 0 Status	Assignment of Duties	4	1		0	0	1	1						
Status 0 0 0 0 0 0 0	Awards	0	0)	0	0	0						
Disciplinary Action		0	0	(o	0	0	0						
	Status													
Demotion 0 0 0 0 0														

Reprimand

Suspension

Removal

Duty Hours

Perf. Eval./ Appraisal	3	0	0	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment		I	I	I	I	I .
Non-Sexual	4	2	1	5	2	2
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	1	0
Reassignment		I	I	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	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	1	1	0
Terms/Conditions of Employment	2	0	1	1	0	0
Time and Attendance	0	1	0	1	0	0
Training	2	0	0	0	1	0
Other	II.	1	1	1	1	1

				Compara	ative Dat	ta	
Processing Time		Previ	ous Fisc	cal Year	Data		2022Thru12-31
	2017	201	L8	2019	2020	2021	20221111012-31
Complaints pending during	g fiscal yea	ar		I	I	I	
Average number of days in investigation	195.00	202	.00	249.00	165.43	147.60	96.50
Average number of days in final action	162 33 56 00 44 50 1				127.33	87.57	37.00
Complaint pending during	fiscal year	uested	I				
Average number of days in investigation	208.75	216.	216.00		49.00 181.00 161.50		96.50
Average number of days in final action	0	0	44.50		162.50	39.17	37.00
Complaint pending during	fiscal year	where h	nearing	was not	requeste	ed	l
Average number of days in investigation	176.67	146	.00	0	126.50	92.00	0
Average number of days in final action	162.33	56.0	00	0	57.00	378.00	0
				Con	nparativ	e Data	<u>I</u>
Complaints Dismissed by	Agency	ı	Previou	s Fiscal \	ear Data	a	2022Th::::12, 24
		2017	2018	2019	2020	2021	2022Thru12-31
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	drawn b	y Comp	lainants	1	1

Total Complaints Withdrawn by Complainants		1			1		0		(0	0			0)
							Со	mp	ara	tive C	ata				
Total Final Agency Actions Finding			F	rev	viou	ıs F	isca	l Ye	ear	Data					hru12-
Discrimination	20)17	:	201	.8	2	2019	9	20	20	202	21		3	81
	#	%	#	9	%	#	%	6	#	%	#	%		#	%
Total Number Findings	0		0			0	C		0		0			0	
Without Hearing	0	0	0		0	0	C	0 0		0	0	0		0	0
With Hearing	0 0 0 0 0 0)	0	0	0	0		0	0	
Findings of Discrimination Render	ed	Comparative Data													
by Basis				Pre	vio	us F	isc	al Y	'ear	Data					40.04
Note: Complaints can be filed alleg	_	20	17	20	18	20	19	20	20	20)21		2022Thru12-31		
multiple bases.The sum of the base may not equal total complaints and findings.		#	%	#	%	#	%	#	%	#	%	6 1	#		%
Total Number Findings		0		0		0		0		0			0		
Race		0	0	0	0	0	0	0	0	0	C) (0		0
Color		0	0	0	0	0	0	0	0	0	C) (0		0
Religion		0	0	0	0	0	0	0	0	0	C) (0		0
Reprisal		0	0	0	0	0	0	0	0	0	C) (0		0
Sex		0	0	0	0	0	0	0	0	0	С) (0		0
PDA		0	0	0	0	0	0	0	0	0	C) (0		0
National Origin		0	0	0	0	0	0	0	0	0	C) (0		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	C	0
Sex	0	0	0	0	0	0	0	0	0	0	(0
PDA	0	0	0	0	0	0	0	0	0	0	C	0
National Origin	0	0	0	0	0	0	0	0	0	0	C	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	C	0
Age	0	0	0	0	0	0	0	0	0	0	C	0
Disability	0	0	0	0	0	0	0	0	0	0	C	0
Genetics	0	0	0	0	0	0	0	0	0	0	C	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	C	0
			Comparative Data									
I .	. Previous Fiscal Year Data											
Findings of Discrimination Rendered		F	rev	/iou	ıs Fi	isca	ΙYє	ear I	Data		2	022Thru12-31
Findings of Discrimination Rendered by Issue	20	F)17		/iou 18		isca 19		ear	Data 202	1	2	022Thru12-31
_	20									1 %	#	022Thru12-31 %
_		17	20	18	20	19	20	20	202:			
by Issue	#	17	20	18	20	19	20	20	202 :		#	
by Issue Total Number Findings	#	%	20 #	18	20 #	%	20 #	%	202 :	%	#	%
by Issue Total Number Findings Appointment/Hire	# 0	% 0	# 0	% 0	# 0	% 0	# 0	% 0	202 : # 0	%	# 0 0	%
by Issue Total Number Findings Appointment/Hire Assignment of Duties	# 0 0	% 0 0	# 0 0	% 0 0	# 0 0	% 0 0	# 0 0	% 0 0	# 0 0 0	0	# 0 0	0
by Issue Total Number Findings Appointment/Hire Assignment of Duties Awards	# 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
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 0 0 0	0 0	# 0 0 0 0	% 0 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	I	I		I				1	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
Reassignment		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	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		1	1	1		1				1		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
Disciplinary Action	1	I	I	I	1	I				I	I	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												
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
			1									

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	ı									<u> </u>	
						C	Con	npar	ative [at	<u> </u>	
Pending Complaints Filed in Previous Fiscal Years by Status			Pr	evi	ous	Fis	cal	Yea	r Data			2022Thru12-
	2017		7		201	.8	2	019	2020	20	021	31
Total complaints from previous Fiscal Years		10		1		ļ		8	9		8	15
Total Complainants		10				14		8	9	8		15
Number complaints pending							1		<u> </u>	1		I
Investigation		0			0			0	0		0	2
ROI issued, pending Complainant's action		0			0			0	0		0	0
Hearing		10			12		2		6		7	13
Final Agency Action		0			2	2		2		1		0
Appeal with EEOC Office of Federal Operations		2		2		2		3	0	3		4
								Com	parati	ve l	Data	l
Complaint Investigations				Pr	evi	ous	Fis	cal '	Year D	ata		2022Thru12-
			20	017	20	018	2	019	2020	20	021	31
Pending Complaints Where Investigation	ons			1		1 0		0	0		0	0