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 4th 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 4th Quarter 2022 for period ending September 30, 2022

			Cor	nparat	ive Dat	ta	
Complaint Activity	Р	reviou	s Fiscal	l Year [Data		2022Thru09-
	2017	2018	2019	20	20	2021	30
Number of Complaints Filed	8	2	3	9)	7	19
Number of Complainants	8	2	3	9)	7	19
Repeat Filers	0	0 0 0				0	0
Complaints by Basis	1			Com	parativ	e Data	1
complaints by basis		Pro	evious	Fiscal \	ear Da	ata	
Note: Complaints can be filed allegi multiple bases.The sum of the bases equal total complaints filed.	_	2017	2018	2019	2020	2021	2022Thru09- 30
Race		2	0	1	3	2	7
Color		1	0	0	0	0	2
Religion		0	0	0	0	2	3
Reprisal		4	2	2	5	5	7
Sex		6	0	3	4	5	5

PDA	0	0	0	0	0	0
National Origin	0	0	0	0	2	2
Equal Pay Act	1	0	0	0	0	0
Age	3	1	0	1	2	3
Disability	1	1	1	4	0	4
Genetics	0	0	0	0	0	0
Non-EEO	2	0	0	1	1	0

Complaints by Issue			Comp	arative	Data	
, , , , , , , , , , , , , , , , , , ,	Pı	revious	Fiscal Y	ear Data	9	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2017	2018	2019	2020	2021	2022Thru09- 30
Appointment/Hire	0	0	0	0	3	2
Assignment of Duties*	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action					1	1
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

Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	3	0	0	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment		1	I	I	ı	I
Non-Sexual	4	2	1	5	2	6
Sexual	0	0	2	1	1	1
Medical Examination	0	0	0	0	0	2
Pay including overtime	1	0	0	0	0	0
Promotion/Non-Selection	3	0	0	1	0	2
Reassignment		ı	ı	ı	ı	ı
Denied	0	0	0	0	0	0
Directed	3	0	0	0	0	2
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	0

Terms/Conditions of Employme	ent*	0	0	0	()	0		0
Time and Attendance		0	1	0	:	l	0	1	0
Training		2	0	0	()	1		0
Other Terms/Conditions of Employment*		5	1	1	-	1			7
User Defined - Other 1*		0	0	0	()	0		0
User Defined - Other 2*		0	0	0	(0		١	0
User Defined - Other 3*		0	0	0	()	0		0
User Defined - Other 4*		0	0	0	()	0	1	0
			Cor	npara	itive D	ata			I
Processing Time		Previous	Fiscal \	ear [Data			20)22Thru09-30
	2017	2018	2019) 2	2020	20	21	20	J221111u09-30
Complaints pending during fisc	al year			l		<u> </u>		<u> </u>	
Average number of days in investigation	195.00	202.00	249.0	0 1	65.43	147	'.60		117.86
Average number of days in final action	162.33	56.00	44.50) 1	27.33	87.	.57		24.29
Complaint pending during fisca	ıl year whe	ere hearin	g was r	eque	sted	I		I	
Average number of days in investigation	208.75 216.00 249.00 181.00 161.5								121.91
Average number of days in final action	0	0 0 44.50 162.50 39.							24.40
Complaint pending during fisca	al year where hearing was not requested								
Average number of days in investigation	176.67	103.00							

Average number of days in final action	162	.33		56.0	00		162.33 56.00 0 57.00 37								
								Con	npar	ativ	re Da	ta			
Complaints Dismissed by Age	ncy			Pr	evic	ous	Fis	cal Y	ear/	Dat	ta			フハフフエト	ru09-30
		2	017		201	8	2	2019	2	020	20)21	1	2022111	1405-30
Total Complaints Dismissed by Agency			0	Ť	0			0		0		0	T	()
Average days pending prior to dismissal			0	Ť	0			0		0		0	Ì	()
Com	plain	plaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants	/	1 1 0 0 0									2	2			
								Con	npar	ativ	re Da	ta			
Total Final Agency Actions Fine	ding			P	revi	ous	Fis	scal	Yea	r Da	ita			2022	Γhru09-
Discrimination	ļ	20	17	2	018	3	20	019	2	020) 2	021	L		30
	ļ	#	%	#	%		#	%	#	%	5 #	•	%	#	%
Total Number Findings		0		0			0		0		C)		0	
Without Hearing		0	0	0	0		0	0	0	0	C)	0	0	0
With Hearing		0	0	0	0		0	0	0	0	C)	0	0	0
Findings of Discounting Day	Comparative Data								1						
Findings of Discrimination Ren	iuere	u b	у Бо	1515		Pre	evio	ous	Fisca	al Y	ear D	ata		2022	Thru09-
Note: Complaints can be filed (_	_			20	17	20)18	201	9	2020	20)21	-	30
multiple bases.The sum of the equal total complaints and fine			ay i	10t	#	%	#	%	# 9	%	# %	#	%	#	%
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

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

				a								
Findings of Discrimination			P	reviou	ıs Fi	scal Y	ear	Data			20	022Thru09-30
Rendered by Issue	2	2017	2	2018	2	2019	2	2020		2021		5221111 do 5 50
	#	%	#	%	#	%	#	%	#	%	#	%
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		l							1	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
Other Disciplinary Actions**	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	<u> </u>	1	<u> </u>	1	<u> </u>	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												
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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	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											1	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
Other Disciplinary Actions**	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												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												
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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
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										I		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
Other Disciplinary Actions**	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										l		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												
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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0	
Pending Complaints Filed in		Comparative Data											
Previous Fiscal Years by Status		Previous Fiscal Year Data										2022Thru09-	
Status		2017		2018		2019		2020		2021		30	
Total complaints from previous Fiscal Years		10		14		8		9		8		8	
Total Complainants		10		14		8		9		7		7	

Number complaints pending										
Investigation	0	0	0	0	0	0				
ROI issued, pending Complainant's action	0	0	0	0	0	0				
Hearing	10	12	6	6	7	8				
Final Agency Action	0	2	2	3	1	0				
Appeal with EEOC Office of Federal Operations	2	2	3	0	3	4				
		Comparative Data								

	Comparative Data								
Complaint Investigations	Pro	evious	2022Thru09-						
	2017	2018	2019	2020	2021	30			
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0			