## 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 2013 through 4th Quarter fiscal year 2018.

- 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)

				Con	npa	rative	Data	
<b>Complaint Activity</b>		Previo	ous Fis	cal Y	lear	: Data		2019Th00 20
	201	.3 20	14 20	)15	20	16 20	017	2018Thru09-30
Number of Complaints Filed	2	3	5	8	6	5	8	2
Number of Complainants	2	3	;	8	6	5	8	2
Repeat Filers	0	0	)	0	(	)	0	0
				С	om	parati	ve Da	ta
Complaints by Basis		Pr	evious	Fisc	al Y	lear D	ata	
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal toto complaints filed.		2013	2014	20	15	2016	2017	2018Thru09- 7 30
Race		1	0	5	5	2	4	0
Color		0	0	2	2	0	2	0
Religion		1	0	0	)	0	0	0
Reprisal		0	3	7	7	6	5	2
Sex		1	0	2	2	4	6	0
PDA		0	0	0	)	0	0	0

For 4th Quarter 2018 for period ending September 30, 2018

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

			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious				
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru09- 30
Appointment/Hire	0	0	1	2	0	0
Assignment of Duties	0	0	1	1	4	1
Awards	0	0	2	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	1	1	0	0
Suspension	0	0	0	0	1	0
Removal	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	2	1	3	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	1	0	4	3	4	2
Sexual	0	0	1	1	1	0

Medical Examination		0	0		0	0	0	0	
Pay including overtime		0	0		0	0	2	0	
Promotion/Non-Selection		2	0		3	0	4	0	
Reassignment								1	
Denied		0	0		0	0	0	0	
Directed		0	0		0	0	2	0	
Reasonable Accommodati Disability	on	0	1		0	0	1	0	
Reinstatement		0	0		0	0	0	0	
Religious Accommodation	l	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 Empl	oyment	0	0		4	0	2	0	
Time and Attendance		0	0		1	0	0	1	
Training		0	0		1	0	2	0	
Other									
			Co	omp	oara	tive l	Data		
<b>Processing Time</b>	-	Previou	s Fisca	al Y	ear	Data		2018Thru09-	
	2013	2013 2014 2015 2016 2017							
Complaints pending during	g fiscal ye								
Average number of days in investigation	236.50	179.00	247.	50	260	0.88	195.00	202.00	
Average number of days in final action	91.60	28.00	35.0	)0		0	162.33	56.00	
Complaint pending during	fiscal yea	ar where	hearin	ıg v	vas 1	eque	sted	1	

Average number of days in investigation	306.0	0		0	2	247	.50	2	52.	.86	208	8.75	21	6.00		
Average number of days in final action	91.60	)	26	5.00		35.	00		0			0		0		
Complaint pending during	fiscal	yea	ır w	her	e he	eari	ng v	vas	s no	ot ree	ques	sted				
Average number of days in investigation	167.0	0	17	9.0	C	0		317.00			176	5.67	14	6.00		
Average number of days in final action	0		34	1.00		0			0		162	2.33	5	6.00		
							C	on	npa	arati	ive ]	Data	l			
Complaints Dismissee Agency	l by	Previous Fiscal Year Data										2018Thru09				
goney		2013 2014						15	2	016	20	)17		30		
Total Complaints Dismisse Agency	ed by		0		0		C	) 0		0		0		0		
Average days pending pric dismissal	or to		0		0		C	)		0		0		0		
Com	plaint	s V	Vitł	ndr	awn	ı by	v Co	om]	pla	inar	nts					
Total Complaints Withdra Complainants	wn by		1		1		C	)		0		1	1			
							Co	mp	ar	ativ	e Da	ata				
Total Final Agency Action	ons		P	rev	ious	Fi	scal	Y	eai	r Da	ta		2018	Fhru09-		
Finding Discrimination	-	201	3	20	)14	2	2015	5	2(	)16	20	)17	-	30		
	#	# % #			%	#	%	, o	#	%	#	%	#	%		
Total Number Findings	2	2	0			0			0		0		0			
Without Hearing	1		50 0		0	0	0		0	0	0	0	0	0		
With Hearing	1				0	0	0		0	0	0	0	0	0		
	I				I	1	1			1	1	1	1	1		

Findings of Discrimination					(	Comj	para	ative	e Da	nta		
Rendered by Basis		Р	rev	ious	Fis	cal Y	Zea	r Da	ta		20187	Fhru09-
Note: Complaints can be filed	20	013	20	)14	20	)15	20	)16	20	)17		30
alleging multiple bases.The sum of 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

								1		1		
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
					C	Comj	para	ative	e Da	ita		
Findings of Discrimination		P	revi	ous	Fisc	al Y	ear	Dat	ta		20187	Chru09-
Rendered by Issue	20	13	20	14	20	15	20	)16	20	017		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												
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		<u> </u>										
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												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												
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												
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
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

			Com	parati	ve Data	l
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	Fiscal Y	Year D	ata	2018Thru09-
	2013	2014	2015	2016	2017	30
Total complaints from previous Fiscal Years	6	1	2	6	10	14
Total Complainants	6	1	2	6	10	14
Number complaints pending		-	·	-		
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	5	1	2	5	10	12
Final Agency Action	1	0	0	1	0	2
Appeal with EEOC Office of Federal Operations	6	6	0	0	2	2
			Com	parati	ve Data	l
<b>Complaint Investigations</b>	Pro	evious	Fiscal Y	Year D	ata	2018Thru09-
	2013	2014	2015	2016	2017	30
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0