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 2014 through 4th Quarter fiscal year 2019.

- 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 2019 for period ending September 30, 2019

Comparative Data

			C	Data	lla			
Complaint Activity	Pr	evious	Fiscal	Year	Data	20	010Th00 20	
	2014	2015	2016	201	7 201		019Thru09-30	
Number of Complaints Filed	3	8	6	8	2		3	
Number of Complainants	3	8	6	8	2		3	
Repeat Filers	0	0	0	0	0		0	
Complete to be Design				Com	parati	ve Da	ta	
Complaints by Basis		Previous Fiscal Year D						
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	ı of	2014	2015	2016	2017	2018	2019Thru09- 30	
Race		0	5	2	4	0	1	
Color		0	2	0	2	0	0	
Religion		0	0	0	0	0	0	
Reprisal		3	7	6	5	2	2	
Sex		0	2	4	6	0	3	
PDA		0	0	0	0	0	0	
National Origin		0	0	0	1	0	0	
Equal Pay Act		0	0	0	2	0	0	

Age	0	0	1	4	1	0
Disability	2	2	2	1	1	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	2	0	0
Complete to be Income			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	Fiscal `	Year I)ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	0	1	2	0	0	0
Assignment of Duties	0	1	1	4	1	0
Awards	0	2	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	1	1	0	0	0
Suspension	0	0	0	1	0	0
Removal	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	2	1	3	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	4	3	4	2	1
Sexual	0	1	1	1	0	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	2	0	0
Promotion/Non-Selection	0	3	0	4	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	2	0	0

Reasonable Accommodation Disability	1	0	0	1	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	0	4	0	2	0	1
Time and Attendance	0	1	0	0	1	0
Training	0	1	0	2	0	0

Other

			Comp	parative	Data	
Processing Time	P	revious	Fiscal Y	ear Dat	a	2019Thru09-
	2014	2015	2016	2017	2018	30
Complaints pending during fis	cal year					
Average number of days in investigation	179.00	247.50	260.88	195.00	202.00	249.00
Average number of days in final action	28.00	35.00	0	162.33	56.00	44.50
Complaint pending during fisc	al year v	vhere he	aring wa	s reques	ted	
Average number of days in investigation	0	247.50	252.86	208.75	216.00	249.00
Average number of days in final action	26.00	35.00	0	0	0	44.50
Complaint pending during fisc	al year v	where he	aring wa	s not req	uested	
Average number of days in investigation	179.00	0	317.00	176.67	146.00	0
Average number of days in final action	34.00	0	0	162.33	56.00	0

						Con	ıpa	rati	ve	Dat	a	
Complaints Dismissed by Agency		Pre	evio	ous l	Fis	cal `	Yea	ar D	ata	a	20197	Thru09-
	2	014	2	015	20	016	20	17	20	18	•	30
Total Complaints Dismissed by Agency		0		0		0		0	()		0
Average days pending prior to dismissal		0		0		0		0	()		0
Complaints W	itho	drav	wn	by (Coi	mpl	ain	ant	s			
Total Complaints Withdrawn by Complainants		1		0		0		1	1		0	
	Ī					Com	pa	rati	ve l	Data	a	
Total Final Agency Actions		Pre	vio	us I	isc	cal Y	Yea	ır D	ata	1	20197	
Finding Discrimination	20	14	20	15	20)16	20	17	20	18		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination					(Con	ıpa	rati	ve	Dat	a	
Rendered by Basis		Pr	evi	ous	Fis	scal	Ye	ar I) at	a	2019	Thru09-
Note: Complaints can be filed	2	014	2	015	2	016	2	017	2	018	20	
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

	1.			_				_		_		_
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
indings 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
	,	<u> </u>				ı					ı	1
indings 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
	0					<u> </u>	0	0	0	0	0	0
PDA	0	0	0	0	0	0						
		0	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0
National Origin	0								1	0		
	0	0	0	0	0	0	0	0	0		0	0

Genetics	C	0	0	0	0	0	C	0 0	0	0	0	0
Non-EEO	C	0	0	0	0	0	C	0	0	0	0	0
					(Com	ıpa	rati	ve	Dat	a	
Findings of Discrimination		Pre	evio	us l	Fis	cal \	Yea	ar D	ata	ì	20197	Thru09-
Rendered by Issue	20)14	20	15	20	16	20)17	20	18		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												
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

	_	I		1		I		1		ı	1	1
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
			1		1		1		1		I	<u> </u>

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	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												
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												

Other - User Define

			Com	parati	ive Dat	ta
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	vious l	Fiscal	Year I)ata	2019Thru09-
Trovious riseur rears by buttus	2014	2015	2016	2017	2018	30
Total complaints from previous Fiscal Years	1	2	6	10	14	8
Total Complainants	1	2	6	10	14	8
Number complaints pending						
Investigation	0	0	0	0	0	0

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	1	2	5	10	12	6
Final Agency Action	0	0	1	0	2	2
Appeal with EEOC Office of Federal Operations	6	0	0	2	2	4
			Com	parati	ve Dat	ta
Complaint Investigations	Pre	vious l				2019Thru09-
Complaint Investigations			Fiscal `	Year I		