## 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 Antidiscrimination 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 2018 through 3rd Quarter fiscal year 2023.

- 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 3rd Quarter 2023 for period ending June 30, 2023

			Co	mpara	tive D	ata	
Complaint Activity	P	reviou	s Fisca	l Year	· Data		2023Thru06-
	2018	2019	2020	20	21	2022	30
Number of Complaints Filed	2	3	9		7	19	10
Number of Complainants	2	3	9	•	7	19	10
Repeat Filers	0	0	0	(	0	0	0
Complete to be Design				Com	parati	ve Dat	ta
Complaints by Basis		Pre	vious l	Fiscal	Year I	Data	
Note: Complaints can be filed alleging multiple bases. The su the bases may not equal total complaints filed.		2018	2019	2020	2021	2022	2023Thru06- 30
Race		0	1	3	2	7	2
Color		0	0	0	0	2	1
Religion		0	0	0	2	3	0
Reprisal		2	2	5	5	7	5
Sex		0	3	4	5	5	2
PDA		0	0	0	0	0	0
National Origin		0	0	0	2	2	2
Equal Pay Act		0	0	0	0	0	0
Age	1	0	1	2	3	2	

Disability	1	1	4	0	4	3
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	1	0	0

Non-EEO		0   1	J 1			
Complaints by Issue			Com	parative	Data	
Complaints by Issue	Pr	evious	Fiscal '	Year Da	ıta	
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.	2018	2019	2020	2021	2022	2023Thru06- 30
Appointment/Hire	0	0	0	3	2	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						
Demotion	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0
Suspension	0	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	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	1	5	2	6	5

Sexual		0	2	1	1		1	1
Medical Examination		0	0	0	0		2	0
Pay including overtime		0	0	0	0		0	0
Promotion/Non-Selection	1	0	0	1	0		2	1
Reassignment								
Denied		0	0	0	0		0	0
Directed		0	0	0	0		2	0
Reasonable Accommoda Disability	tion	0	0	2	0		1	1
Reinstatement*		0	0	0	0		0	0
Religious Accommodation	n	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	1	1		0	0
Terms/Conditions of Employment*		0	0	0	0		0	0
Time and Attendance		1	0	1	0		0	1
Training		0	0	0	1		0	1
Other Terms/Conditions Employment*	of	1	1	1	1		7	2
User Defined - Othe	r 1*	0	0	0	0		0	0
User Defined - Othe	r 2*	0	0	0	0		0	0
User Defined - Othe	r 3*	0	0	0	0		0	0
User Defined - Othe	r 4*	0	0	0	0		0	0
			Coı	npara	tive ]	Data		
<b>Processing Time</b>	]	Previous	Fiscal	Year I	Data			2022Th.w.06 20
	2018	2019	2020	20	21	202		2023Thru06-30
Complaints pending duri	ng fiscal y	year						
Average number of days in investigation	202.00	249.00	165.4.	3 147	7.60	117.8	86	123.38

Average number of days in final action	56.	.00	44	4.50	12	7.33		87.	57	24.2	9	2:	5.40		
Complaint pending durin	g fisc	cal ye	ear	where	e hea	ıring	g w	as r	eque	ested					
Average number of days in investigation	216	5.00	24	9.00	18	1.00	) ]	161	.50	123.1	17	12	4.67		
Average number of days in final action	(	)	44	4.50	16	2.50		39.	17	24.4	0	20	5.00		
Complaint pending durin	g fisc	cal ye	ear	where	e hea	aring	g w	as r	ot r	eques	ted				
Average number of days in investigation	146	5.00		0	12	6.50	)	92.	00	86.0	0	10	8.00		
Average number of days in final action	56.	.00		0	57	7.00	3	378	.00	24.0	0	23	3.00		
		Comparative Data									a				
Complaints Dismissed   Agency	by [	Previous Fiscal Year Data													
rigency		2018	8	201	9	202	20	20	)21	202		20231	hru06-30		
Total Complaints Dismissed by Agency		0		0		0			0	0		0			
Average days pending proto dismissal	ior	0		0		0			0	0			0		
Со	mpla	ints	Wi	ithdra	awn	by	Coı	mp	laina	ants					
Total Complaints Withdrawn by Complainants		1		0		0			0	2			0		
						Co	m	par	ativ	e Dat	a				
Total Final Agency			F	Previo	us l	Fisca	al Y	Yea	r Da	ıta		2023	Thru06-		
Actions Finding Discrimination		2018	3	2019		202	0	20	)21	20	22		30		
	i	#   %	, #	4 %	#	9	<b>6</b>	#	%	#	%	#	%		
Total Number Findings		0	0		0			0		0		0			
Without Hearing		0 0	0	0	0	(	)	0	0	0	0	0	0		

Findings of Discrimination					(	Com	pa	rati	ve ]	Data	a	
Rendered by Basis		Pre	evio	ous ]	Fis	cal `	Ye	ar D	at	a	2023	Thru06-
Note: Complaints can be filed	20	)18	20	)19	20	020	20	)21	20	)22		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
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.

						Com	pai	rative	Da	ta		
Findings of Discrimination			Pr	eviou	s Fi	scal Y	ear	· Data	ì		7	)23Thru06-30
Rendered by Issue	2	2018	7	2019	7	2020	2	2021	2	2022	7 20	)23 1 Nru00-30
	#	%	#	%	#	%	#	%	#	%	#	%
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

Suspension													
Removal	Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**         0	Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Actions**	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal         0	Disciplinary	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test   0   0   0   0   0   0   0   0   0	Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Harassment   Non-Sexual   0   0   0   0   0   0   0   0   0	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual         0 <td>Harassment</td> <td></td>	Harassment												
Medical Examination         0	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Selection         0	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied         0 <td>Promotion/Non- Selection</td> <td>0</td>	Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed         0<	Reassignment												
Reasonable Accommodation Disability         0	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Accommodation Disability         0 <td>Directed</td> <td>0</td>	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation         0	Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Accommodation         0         <	Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping         0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework         0<	Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Termination         0 <th< td=""><td>Sex-Stereotyping</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Sex-Stereotyping	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	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Employment*	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance   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

			_	I		I		I	1	I		
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												
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												
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												
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												
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

Investigation		0		0		0	$\top$	0		0		0	
Number complaints po	enc	ling											
Total Complainants		14		8		9		7		6		11	
Total complaints from previous Fiscal Years		14		8		9		8		7		12	
Fiscal Years by Status		2018		2019		2020		2021		2022		30	
Filed in Previous		Previous Fiscal Year Data 2023Thru									2023Thru06-		
Pending Complaints		Comparative Data											
User Defined - Other 4*	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 2*	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	
Other Terms/Conditions of Employment*	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	
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	
Sex-Stereotyping	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	
Religious Accommodation	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	
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0	

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

	Comparative Data								
Complaint Investigations		vious l	2023Thru06-						
	2018	2019	2020	2021	2022	30			
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0			