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 4th 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 4th Quarter 2023 for period ending September 30, 2023

	Comparative Data												
Complaint Activity		2023											
2018	2019	2020	2021	2022	Thru 09-30								
Number of Complaints Filed	2	3	9	7	19	<u>12</u>							
Number of Complainants	2	3	9	7	19	11							
Repeat Filers	0	0	0	0	0	1							

Complaints by Pasis		Co	mpara	ative D	ata	
Complaints by Basis	Pre	evious]	Fiscal '	Year D	ata	2023
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	Thru 09- 30
Race	0	1	3	2	7	<u>3</u>
Color	0	0	0	0	2	<u>2</u>
Religion	0	0	0	2	3	<u>0</u>
Reprisal	2	2	5	5	7	<u>7</u>
Sex	0	3	4	5	5	<u>3</u>
PDA	0	0	0	0	0	<u>0</u>
National Origin	0	0	0	2	2	2
Equal Pay Act	0	0	0	0	0	<u>0</u>
Age	1	0	1	2	3	2
Disability	1	1	4	0	4	<u>3</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	0	0	1	1	0	<u>0</u>

	Comparative Data Complaints by Issue Previous Fiscal Year Data							
Complaints by Issue	Pre	evious]	Fiscal `	Year D	ata			
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	2023 Thru 09- 30		
Appointment/Hire	0	0	0	3	2	<u>3</u>		
Assignment of Duties*	0	0	0	0	0	<u>0</u>		
Awards	0	0	0	0	0	<u>0</u>		
Conversion to Full Time/Perm Status*	0	0	0	0	0	<u>0</u>		
Disciplinary Action								
Demotion	0	0	0	0	0	<u>0</u>		
Reprimand**	0	0	0	0	0	<u>0</u>		
Suspension	0	0	0	0	0	1		
Removal	0	0	0	0	0	<u>0</u>		
Disciplinary Warning**	0	0	0	0	0	<u>0</u>		
Other Disciplinary Actions**	0	0	0	0	0	1		
Other 2**	0	0	0	0	0	<u>0</u>		
Duty Hours*	0	0	0	0	0	<u>0</u>		
Perf. Eval./ Appraisal	0	0	0	0	1	<u>0</u>		
Examination/Test	0	0	0	0	0	<u>0</u>		
Harassment	1							
Non-Sexual	2	1	5	2	6	<u>5</u>		
Sexual	0	2	1	1	1	1		
Medical Examination	0	0	0	0	2	<u>0</u>		
Pay including overtime	0	0	0	0	0	<u>0</u>		
Promotion/Non-Selection	0	0	1	0	2	1		
Reassignment					-			
Denied	0	0	0	0	0	<u>0</u>		

Compleints by Issue		Co	mpara	ative D	ata	
Complaints by Issue	Pre	evious]	Fiscal `	Year D	ata	
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	2023 Thru 09- 30
Directed	0	0	0	0	2	<u>0</u>
Reasonable Accommodation Disability	0	0	2	0	1	1
Reinstatement*	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	0	<u>0</u>
Retirement*	0	0	0	0	0	<u>0</u>
Sex-Stereotyping	0	0	0	0	0	<u>0</u>
Telework	0	0	0	0	0	<u>0</u>
Termination	0	0	1	1	0	<u>0</u>
Terms/Conditions of Employment*	0	0	0	0	0	<u>0</u>
Time and Attendance	1	0	1	0	0	<u>1</u>
Training	0	0	0	1	0	1
Other Terms/Conditions of Employment*	1	1	1	1	7	<u>3</u>
User Defined - Other 1*	0	0	0	0	0	<u>0</u>
User Defined - Other 2*	0	0	0	0	0	<u>0</u>
User Defined - Other 3*	0	0	0	0	0	<u>0</u>
User Defined - Other 4*	0	0	0	0	0	<u>0</u>

	Comparative Data												
Processing Time			2023										
	2018	2019	2020	2021	2022	Thru 09-30							
Complaints pending during fiscal year	•												
Average number of days in investigation	202.00	249.00	165.43	147.60	117.86	127.27							

			Compara	tive Data	l	
Processing Time		Previous	Previous Fiscal Year Data			
	2018	2019	2020	2021	2022	Thru 09-30
Average number of days in final action	56.00	44.50	127.33	87.57	24.29	27.00
Complaint pending during fiscal year v	vhere he	aring was	s request	ed		
Average number of days in investigation	216.00	249.00	181.00	161.50	123.17	126.62
Average number of days in final action	0	44.50	162.50	39.17	24.40	27.40
Complaint pending during fiscal year	vhere he	aring was	s not requ	uested		
Average number of days in investigation	146.00	0	126.50	92.00	86.00	131.50
Average number of days in final action	56.00	0	57.00	378.00	24.00	23.00

	Comparative Data										
Complaints Dismissed by Agency	Pr	evious	Fiscal \	Year Da	ata	2023					
	2018	2019	2020	2021	2022	Thru 09-30					
Total Complaints Dismissed by Agency	0	0	0	0	0	1					
Average days pending prior to dismissal	0	0	0	0	0	93					
Complaints Withdrawn b	y Com	plainar	its								
Total Complaints Withdrawn by Complainants	1	0	0	0	2	<u>0</u>					

	Comparative Data												
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data)23	
	2018		2019		20)20	20	2021		2022		nru -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 Dandard by Posis				C	omj	para	tiv	e Da	ta			
Findings of Discrimination Rendered by Basis												23
Note: Complaints can be filed alleging multiple	20)18	20)19	20)20	20)21	2022		1	1ru -30
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	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discoving ation Dondoned by Dogic	Comparative Data											
Findings of Discrimination Rendered by Basis		Pı	revi	ous	Fis	cal Y	/ea	r Da	ta		1 -	23
Note: Complaints can be filed alleging multiple	ging multiple 2018 201			2019 2020		2021		2022			1ru -30	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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.

Findings of Discrimination Rendered by Issue	Comparative Data											
		Previous Fiscal Year Data								202		
	20	18	20)19	20)20	20)21	20)22	Thr 09-3	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	

				C	om	para	ativo	e Da	ta			
		P	rev	ious	Fis	cal Y	Year	r Da	ta)23
Findings of Discrimination Rendered by Issue	20)18	20)19	20)20	20)21	20)22		hru -30
	#	%	#	%	#	%	#	%	#	%	#	%
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	<u>0</u>	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

	Comparative Data											
Elektron (ED)	Previous Fiscal Year Data)23
Findings of Discrimination Rendered by Issue	2018		20	2019		2020)21	2022			hru -30
	#	%	#	%	#	%	#	%	#	%	#	%
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	<u>0</u>	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	<u>0</u>	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

	Comparative Data											
Findings of Discounting the Development I	Previous Fiscal Year Data)23
Findings of Discrimination Rendered by Issue	20	2018 201)19	20	2020		2021		2022		hru -30
	#	%	#	%	#	%	#	%	#	%	#	%
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	

	Comparative Data											
	Previous Fiscal Year Data)23
Findings of Discrimination Rendered by Issue	20	2018 201)19	19 20		2021		2022			hru -30
	#	%	#	%	#	%	#	%	#	%	#	%
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

	Comparative Data												
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											2023	
	2018		20	2019		2020		2021		2022		Thru 09-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
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	<u>0</u>	0	
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0	
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	<u>0</u>	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	<u>0</u>	0	

	Comparative Data										
Pending Complaints Filed in Previous Fiscal Years	Pre	2023									
by Status	2018	2019	2020	2021	2022	Thru 09- 30					
Total complaints from previous Fiscal Years	14	8	9	8	7	4					
Total Complainants	14	8	9	7	6	4					
Number complaints pending											
Investigation	0	0	0	0	0	<u>0</u>					
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>					
Hearing	12	6	6	7	7	<u>3</u>					
Final Agency Action	2	2	3	1	0	1					
Appeal with EEOC Office of Federal Operations	2	3	0	3	4	<u>3</u>					

Complaint Investigations	Comparative Data										
	Pre	2023									
Complaint investigations	2018	2019	2020	2021	2022	Thru 09- 30					
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	<u>0</u>					