

U.S. OFFICE OF SPECIAL COUNSEL

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NO FEAR ACT QUARTERLY REPORT FOR Q4 FISCAL YEAR 2024 EQUAL EMPLOYMENT OPPORTUNITY DATA

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

COMPLAINT ACTIVITY 29 C.F.R. § 1614.704(a)-(c)	COMPARATIVE DATA PREVIOUS FISCAL YEAR								
29 C.I .K. § 1014.704(a)-(c)	2019	2020	2021	2022	2023	FY2024 Thru end of Q4			
Number of Complaints Filed	2	1	0	3	1	1			
Number of Complainants	2 1 0 3 1 1								
Repeat Filers	n/a	n/a	n/a	n/a	n/a	n/a			

COMPLAINTS BY BASIS	PREVIOUS FISCAL YEAR								
29 C.F.R. § 1614.704(d)	2019	2020	2021	2022	2023	FY2024 Thru end of Q4			
Race	2	0	0	3	0	0			
Color	1	0	0	0	0	0			
Religion	0	0	0	0	0	0			
National Origin	0	0	0	0	0	0			
Sex (including complaints filed under Equal Pay Act)	2	1	0	3	0	1			
Disability	0	1	0	0	1	0			
Age	2	0	0	3	0	0			
Genetic Information	0	0	0	0	1	0			
Reprisal	0	1	0	0	0	0			
Non-EEO	0	0	0	3	0	0			

COMPLAINTS BY ISSUE 29 C.F.R. § 1614.704(e)		PREVIOUS FISCAL YEAR										
	2019	2020	2021	2022	2023	FY2024 Thru end of Q4						
Appointment/ Hire	0	0	0	0	0	0						
Assignment of Duties	0	0	0	0	1	0						
Awards	0	0	0	0	0	0						

Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0
Demotion	0	0	0	0	0	0
Reprimand	0	2	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Letter of Counseling	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	0
Evaluation/ Appraisal	0	0	0	0	1	0
Examination/ Test	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
Non-Sexual	1	0	0	0	1	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/ Non-Selection	0	0	0	0	0	1
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/ Conditions of Employment	0	0	0	0	1	0
Time and Attendance	0	0	0	0	1	0
Training	0	0	0	0	1	0
Other	1	0	0	3	0	0

Processing Time "post the average length of time it takes		PI	REVIOUS F	ISCAL YEA	.R	
to complete each step of the process for every complaint that is pending during any time of the then fiscal year" 29 C.F.R. § 1614.704(f)	2019	2020	2021	2022	2023	FY2024 Thru end of Q4
Fully Investigate a Formal Complaint	n/a	180	n/a	180	141	n/a
Issue a Final Decision	179	179	n/a	n/a	n/a	n/a
Fully Investigate When No EEOC Hearing is Requested	n/a	n/a	n/a	n/a	n/a	n/a
Issue a Final Decision When No EEOC Hearing is Requested	n/a	n/a	n/a	n/a	n/a	n/a
Fully Investigate When an EEOC Hearing is Requested	2	n/a	n/a	n/a	n/a	n/a
Issue a Final Decision When an EEOC Hearing is Requested	n/a	n/a	n/a	n/a	n/a	n/a

COMPLAINTS DISMISSED	PREVIOUS FISCAL YEAR									
BY AGENCY 29 C.F.R. § 1614.704(g)	2019	2020	2021	2022	2023	FY2024 Thru end of Q4				
Total Complaints Dismissed By Agency	0	0	3	0	0	0				
Average Days Pending Prior to Dismissal	n/a	n/a	n/a	n/a	n/a	n/a				
Total Complaints Withdrawn By Complainants	n/a	n/a	n/a	n/a	n/a	1				

FINDINGS OF				PI	REVIO	DUS F	ISCAI	L YEA	AR.			
DISCRIMINATION RENDERED BY BASIS 29 C.F.R. § 1614.704(i)	20	19	20	20	20	21	20	22	20	23	thru	2024 end of 24
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex/ Equal Pay Act	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	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
Findings Without Hearing	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex/ Equal Pay Act	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	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
Findings After Hearing	0	0	0	0	0	0	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex/ Equal Pay Act	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	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

FINDINGS OF DISCRIMINATION				P	REVIO	OUS F	ISCAI	L YEA	R			
RENDERED BY ISSUE 29 C.F.R. § 1614.704(j)	20	19	20)20	20	21	20	22	20)23	thru o	2024 end of 04
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Evaluation 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	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
Non-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
	0	0	0	0	0	0	0	0	0	0	0	0
Pay/ Includes Overtime	-	0	0	0		-		·	0	0	0	
Promotion Non-Selection	0	v	·	Ŭ	0	0	0	0	·	·	·	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	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	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
Retirement	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Evaluation 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	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
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay/ Includes 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	0	0	0	0	0	0	0	0	0	0	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	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
Retirement	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
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	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Evaluation 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	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
Non-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/ Includes 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	0	0	0	0	0	0	0	0	0	0	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	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
Retirement	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	0	0	0	0	0	0	0	0	0	0	0	0

COMPLAINTS PENDING	PREVIOUS FISCAL YEAR									
FROM PREVIOUS FISCAL YEARS BY STATUS 29 C.F.R. § 1614.704(k)	2019	2020	2021	2022	2023	FY2024 thru end of Q4				
Total Complaints From Previous Fiscal Years	1	1	0	0	0	0				
Number of Individuals Who Filed Prior Complaints	1	1	0	0	0	0				

Number Pending at Investigation Stage	0	1	0	0	0	0
Number Pending at Hearing Stage	3	1	0	0	0	0
Number Pending Final Agency Action	0	0	0	0	0	0
Number Pending Appeal	0	1	0	0	0	0

COMPLAINT		.R				
INVESTIGATIONS 29 C.F.R. § 1614.704(1)	2019	2020	2021	2022	2023	FY2024 thru end of Q4
Number Pending Completion of Investigation	0	1	0	0	0	0
Investigations Exceeding Time Limits	0	0	0	0	0	0