

**Equal Employment Opportunity Data Posted  
Pursuant to the No FEAR Act:**

**Langley Research Center - LARC (includes sub-level offices)**

For 1st Quarter 2024 for period ending December 31, 2023

| Part 1 Complaint Activity  | Comparative Data          |      |      |      |      |                 |
|----------------------------|---------------------------|------|------|------|------|-----------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2024 Thru 12-31 |
|                            | 2019                      | 2020 | 2021 | 2022 | 2023 |                 |
| Number of Complaints Filed | 2                         | 3    | 0    | 1    | 4    | 0               |
| Number of Complainants     | 2                         | 3    | 0    | 1    | 4    | 0               |
| Repeat Filers              | 0                         | 0    | 0    | 0    | 0    | 0               |

| Part 2 Complaints by Basis   | Comparative Data          |      |      |      |      |                 |
|--|---------------------------|------|------|------|------|-----------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2024 Thru 12-31 |
|  | 2019                      | 2020 | 2021 | 2022 | 2023 |                 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |                 |
| Race   | 0                         | 1    | 0    | 1    | 3    | 0               |
| Color  | 1                         | 1    | 0    | 0    | 1    | 0               |
| Religion   | 0                         | 1    | 0    | 0    | 1    | 0               |
| Reprisal   | 1                         | 1    | 0    | 1    | 3    | 0               |
| Sex  | 0                         | 1    | 0    | 0    | 1    | 0               |
| PDA  | 0                         | 0    | 0    | 0    | 0    | 0               |
| National Origin  | 0                         | 0    | 0    | 1    | 2    | 0               |
| Equal Pay Act  | 0                         | 0    | 0    | 0    | 0    | 0               |
| Age  | 0                         | 0    | 0    | 1    | 4    | 0               |
| Disability   | 1                         | 0    | 0    | 0    | 2    | 0               |
| Genetics   | 0                         | 0    | 0    | 0    | 0    | 0               |
| Non-EEO  | 0                         | 0    | 0    | 0    | 0    | 0               |

| Part 3 Complaints By Issue   | Comparative Data          |      |      |      |      |                    |
|--|---------------------------|------|------|------|------|--------------------|
| <p><i>Note: Complaints can be filed alleging multiple bases.<br/>The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with:<br/>* are reported under Other Terms / Conditions of Employment.<br/>** are reported under Other Disciplinary Actions.</i></p> <p><i>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</i></p> | Previous Fiscal Year Data |      |      |      |      | 2024 Thru<br>12-31 |
|  | 2019                      | 2020 | 2021 | 2022 | 2023 |                    |
| Appointment/Hire   | 0                         | 1    | 0    | 0    | 0    | 0                  |
| Assignment of Duties*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Awards   | 0                         | 0    | 0    | 0    | 1    | 0                  |
| Conversion to Full Time/Perm Status*   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| <b>Disciplinary Action</b>   |                           |      |      |      |      |                    |
| Demotion   | 0                         | 0    | 0    | 0    | 1    | 0                  |
| Reprimand**  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Suspension   | 0                         | 0    | 0    | 0    | 1    | 0                  |
| Removal  | 0                         | 1    | 0    | 0    | 1    | 0                  |
| Other Disciplinary Actions**   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| 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                  |
| <b>Harassment</b>  |                           |      |      |      |      |                    |
| Non-Sexual   | 0                         | 1    | 0    | 0    | 3    | 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  | 1                         | 0    | 0    | 1    | 2    | 0                  |
| <b>Reassignment</b>  |                           |      |      |      |      |                    |
| Reassignment: Denied/Directed  | 0                         | 0    | 0    | 0    | 1    | 0                  |
| Directed   | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Reasonable Accommodation Disability  | 1                         | 0    | 0    | 0    | 1    | 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                         | 1    | 0    | 0    | 0    | 0                  |
| Terms/Conditions of Employment*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Time and Attendance  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| Training   | 0                         | 0    | 0    | 0    | 1    | 0                  |
| Other Terms/Conditions of Employment*  | 0                         | 0    | 0    | 0    | 2    | 0                  |
| User Defined - Other 1*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| User Defined - Other 2*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| User Defined - Other 3*  | 0                         | 0    | 0    | 0    | 0    | 0                  |
| User Defined - Other 4*  | 0                         | 0    | 0    | 0    | 0    | 0                  |





|                 |   |      |   |      |   |      |   |      |   |      |   |      |
|-----------------|---|------|---|------|---|------|---|------|---|------|---|------|
| Color           | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Religion        | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Reprisal        | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Sex             | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| PDA             | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| National Origin | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Equal Pay Act   | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Age             | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability      | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Genetics        | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Non-EEO         | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |





|                                       |   |   |   |   |   |   |   |   |   |   |   |   |
|---------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| <b>Findings Without Hearing</b>       | 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 |
| <b>Disciplinary Action</b>            |   |   |   |   |   |   |   |   |   |   |   |   |
| 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 |
| Other 2**                             | 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 |
| <b>Harassment</b>                     |   |   |   |   |   |   |   |   |   |   |   |   |
| 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 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 |
| <b>Reassignment</b>                   |   |   |   |   |   |   |   |   |   |   |   |   |
| Reassignment: Denied/Directed         | 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 |

| Part 9 Complaints Pending from Previous Fiscal Years By Status | Comparative Data          |      |      |      |      |                 |
|--|---------------------------|------|------|------|------|-----------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2024 Thru 12-31 |
|  | 2019                      | 2020 | 2021 | 2022 | 2023 |                 |
| Total complaints from previous Fiscal Years                    | 3                         | 2    | 1    | 0    | 0    | 2               |
| Total Complainants   | 3                         | 2    | 1    | 0    | 0    | 2               |
| <b>Number complaints pending</b>                               |                           |      |      |      |      |                 |
| Investigation  | 0                         | 0    | 0    | 0    | 0    | 1               |
| ROI issued, pending Complainant's action                       | 0                         | 0    | 0    | 0    | 0    | 0               |
| Hearing  | 3                         | 2    | 1    | 0    | 0    | 1               |
| Final Agency Action  | 0                         | 0    | 0    | 0    | 0    | 0               |
| Appeal with EEOC Office of Federal Operations                  | 1                         | 1    | 0    | 1    | 1    | 0               |

| Part 10 Complaint Investigations                                    | Comparative Data          |      |      |      |      |                 |
|---|---------------------------|------|------|------|------|-----------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2024 Thru 12-31 |
|   | 2019                      | 2020 | 2021 | 2022 | 2023 |                 |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                         | 0    | 0    | 0    | 0    | 0               |