

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

NASA (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	36	39	20	50	43	44
Number of Complainants	32	36	19	44	40	40
Repeat Filers	3	3	1	5	2	4

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	22	12	13	9	21	18
Color	7	9	7	5	9	9
Religion	3	5	2	25	4	4
Reprisal	19	23	13	17	23	24
Sex	14	18	6	7	15	21
PDA	0	0	0	0	1	0
National Origin	6	8	5	5	11	6
Equal Pay Act	0	0	0	0	0	2
Age	14	17	10	9	22	21
Disability	13	16	1	24	12	20
Genetics	0	0	0	9	2	1
Non-EEO	0	1	0	0	1	5

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Appointment/Hire	6	5	2	1	5	3
Assignment of Duties*	1	1	0	3	0	0
Awards	1	0	0	2	1	2
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	1	6
Reprimand**	1	0	0	0	0	0
Suspension	1	0	0	1	1	1
Removal	1	3	1	1	2	2
Other Disciplinary Actions**	0	0	0	0	0	3
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	8	4	1	4	6	9
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	19	23	9	12	19	14
Sexual	0	2	0	1	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	2	1	1
Promotion/Non-Selection	5	10	7	6	12	6
Reassignment						
Reassignment: Denied/Directed	0	0	2	1	2	0
Directed	2	3	1	1	1	2
Reasonable Accommodation Disability	4	7	1	0	1	8
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement*	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	1	0	0	2	6
Termination	2	6	2	2	7	6
Terms/Conditions of Employment*	5	6	4	28	0	0
Time and Attendance	3	2	0	1	2	3
Training	2	0	1	0	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	19
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

Findings Without Hearing	0		0		1		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
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
Harassment												
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	1	100	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												
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 09-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	59	35	28	27	33	14
Total Complainants	44	26	21	20	30	13
Number complaints pending						
Investigation	0	0	0	2	15	0
ROI issued, pending Complainant's action	0	0	0	0	1	1
Hearing	43	33	27	22	8	10
Final Agency Action	11	0	0	1	0	1
Appeal with EEOC Office of Federal Operations	17	17	11	14	17	21

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	0	5	0	0