

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

NASA (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 30, 2025

Notes:

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.

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

Part 1 Complaint Activity						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	39	20	50	43	44	49
Number of Complainants	36	19	44	40	40	45
Repeat Filers	3	1	5	2	4	4

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	12	13	9	21	18	25
Color	9	7	5	9	9	10
Religion	5	2	25	4	4	6
Reprisal	23	13	17	23	25	37
Sex	18	6	7	15	22	25
PDA	0	0	0	1	0	0
National Origin	8	5	5	11	6	7
Equal Pay Act	0	0	0	0	3	3
Age	17	10	9	22	21	18
Disability	16	1	24	12	20	20
Genetics	0	0	9	2	1	0
Non-EEO	1	0	0	1	5	3

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	5	2	1	5	3	2
Assignment of Duties*	1	0	3	0	0	0
Awards	0	0	2	1	2	1
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	1	0	0	1	6	2
Disciplinary Action: Reprimand**	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	1	1	1	2
Disciplinary Action: Removal	3	1	1	2	2	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	3	8
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	4	1	4	6	10	9
Examination/Test	0	0	0	0	0	1
Harassment: Non-Sexual	23	9	12	19	16	24
Harassment: Sexual	2	0	1	0	1	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	2	1	2	4
Promotion/Non-Selection	10	7	6	12	6	8
Reassignment: Denied/Directed	0	2	1	2	0	2
Reassignment: Directed	3	1	1	1	2	5
Reasonable Accommodation	7	1	0	1	8	10
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	1	0	0	2	6	3
Termination	6	2	2	7	6	8
Terms/Conditions of Employment*	6	4	28	0	0	0
Time and Attendance	2	0	1	2	3	6
Training	0	1	0	1	1	2
Other Terms/Conditions of Employment*	0	0	0	0	18	13

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	230.55	208.05	176.42	188.88	184.56	196.10
Average days in Final Action for all cases pending during FY	89.87	42.88	43	38.15	35.38	49.08
Average days in Investigation with	237.89	207.63	227.06	201.57	193.48	201.60
Average days in Final Action with	35.06	35.64	37.2	25.06	25.62	36.00
Average Days in Investigation without Hearing	221.33	212	179	176.89	172.92	201.88
Average Days in Final Action without Hearing	134.79	58.8	57.5	54.5	51.25	57.86

Part 5 Complaints Dismissed or Withdrawn						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by	20	6	11	14	29	15
Average Days Pending Prior to Dismissal	400.25	170.5	305.37	110.07	134.52	73.20
Total Complaints Withdrawn by Complainants	1	1	3	1	3	10

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number	0		1		1		0		0		0	
Findings Without Hearing	0	0	1	100	0	0	0	0	0	0	0	0
Findigs With	0	0	0	0	1	100	0	0	0	0	0	0

Part 7 Finding of Discrimination by Basis

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	0		1		2		0		0		0	
Race	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
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	1	50.00	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	1	100.0	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

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Findings After Hearing	0		0		2		0		0		0	
Race	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
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	1	50.00	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

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09- 30)	FY 2025 % (thru 09- 30)
Finding Without Hearing	0		1		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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	1	100.0	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

Part 8 Finding of Discrimination by Issue

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)
--

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total complaints from previous Fiscal Years	35	28	27	33	14	14
Total Complainants	26	21	20	30	13	12
Complaints Pending Investigation	0	0	2	15	0	0
ROI issued, pending Complainant's	0	0	0	1	1	1
Complaints Pending in Hearing	33	27	22	8	10	11
Complaints Pending Final Agency	0	0	1	0	1	0
Complaints Pending Appeal with EEOC Office of Federal Operations	17	11	14	17	21	12

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time	2	0	5	0	0	0