

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Glenn Research Center - GRC (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 | 2 | 0 | 11 | 3 | 5 | 5 |
| Number of Complainants | 2 | 0 | 10 | 3 | 4 | 4 |
| Repeat Filers | 0 | 0 | 1 | 0 | 1 | 1 |

| Part 2 Complaints by Basis | | | | | | |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 09-30) |
| Race | 1 | 0 | 0 | 2 | 2 | 3 |
| Color | 1 | 0 | 0 | 1 | 0 | 0 |
| Religion | 1 | 0 | 10 | 1 | 1 | 1 |
| Reprisal | 2 | 0 | 2 | 1 | 5 | 5 |
| Sex | 1 | 0 | 0 | 1 | 2 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 1 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 2 | 0 | 0 | 2 | 2 | 1 |
| Disability | 2 | 0 | 5 | 1 | 1 | 3 |
| Genetics | 0 | 0 | 4 | 1 | 1 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |

Part 3 Complaints By Issue

| | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 (thru 09-30) |
|--|------------|------------|------------|------------|------------|----------------------------|
| Appointment/Hire | 1 | 0 | 0 | 0 | 1 | 0 |
| Assignment of Duties* | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full Time/Perm | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Reprimand** | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Other Disciplinary Actions** | 0 | 0 | 0 | 0 | 0 | 1 |
| Disciplinary Action: Other 2** | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours* | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 0 | 0 | 0 | 0 | 1 | 1 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment: Non-Sexual | 1 | 0 | 0 | 1 | 2 | 3 |
| Harassment: 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 | 0 | 0 |
| Reassignment: Denied/Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment: Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 1 | 0 | 0 | 0 | 1 | 2 |
| Reinstatement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 1 | 0 |
| Retirement* | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 0 | 0 | 0 | 1 | 0 |
| Termination | 0 | 0 | 0 | 0 | 1 | 1 |
| Terms/Conditions of Employment* | 1 | 0 | 9 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 1 | 0 | 1 | 1 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment* | 0 | 0 | 0 | 1 | 2 | 0 |

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 | 223 | 342 | 0 | 147 | 186.5 | 159.33 |
| Average days in Final Action for all cases pending during FY | 0 | 0 | 36.67 | 36.17 | 0 | 43.00 |
| Average days in Investigation with | 223 | 342 | 223.93 | 0 | 186.5 | 154.00 |
| Average days in Final Action with | 0 | 0 | 36.67 | 31 | 0 | 33.00 |
| Average Days in Investigation without Hearing | 0 | 0 | 0 | 147 | 0 | 179.00 |
| Average Days in Final Action without Hearing | 0 | 0 | 0 | 56 | 0 | 53.00 |

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 | 0 | 0 | 1 | 0 | 13 | 4 |
| Average Days Pending Prior to Dismissal | 0 | 0 | 2162 | 0 | 154.31 | 107.00 |
| Total Complaints Withdrawn by Complainants | 0 | 1 | 1 | 0 | 0 | 0 |

Part 6 Total Final Agency Actions Finding Discrimination

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| 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 | | 0 | | 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 | 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 (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 | | 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 | 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 | | 0 | | 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 | 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 8 Finding of Discrimination by Issue

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Part 8 Finding of Discrimination by Issue (with Hearing)

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|---|
| Part 8 Finding of Discrimination by Issue (without Hearing) |
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[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 | 11 | 10 | 5 | 11 | 1 | 0 |
| Total Complainants | 5 | 4 | 1 | 10 | 1 | 0 |
| Complaints Pending Investigation | 0 | 0 | 0 | 5 | 0 | 0 |
| ROI issued, pending Complainant's | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending in Hearing | 11 | 10 | 5 | 0 | 1 | 0 |
| Complaints Pending Final Agency | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending Appeal with EEOC Office of Federal Operations | 0 | 0 | 2 | 7 | 9 | 6 |

| 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 | 0 | 0 | 3 | 0 | 0 | 0 |