

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

NASA (Includes Sub-Level Offices)

For 1st Quarter 2026 for period ending December 31, 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 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Number of Complaints Filed	20	50	43	44	49	10
Number of Complainants	19	44	40	40	45	10
Repeat Filers	1	5	2	4	4	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	13	9	21	18	25	3
Color	7	5	9	9	10	2
Religion	2	25	4	4	6	1
Reprisal	13	17	23	25	37	5
Sex	6	7	15	22	25	2
PDA	0	0	1	0	0	0
National Origin	5	5	11	6	7	0
Equal Pay Act	0	0	0	3	3	0
Age	10	9	22	21	18	3
Disability	1	24	12	20	20	6
Genetics	0	9	2	1	0	0
Non-EEO	0	0	1	5	3	0

Part 3 Complaints By Issue

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Appointment/Hire	2	1	5	3	2	0
Assignment of Duties*	0	3	0	0	0	0
Awards	0	2	1	2	1	1
Conversion to Full Time/Perm	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	1	6	2	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0
Disciplinary Action: Suspension	0	1	1	1	2	0
Disciplinary Action: Removal	1	1	2	2	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	3	8	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	4	6	10	9	2
Examination/Test	0	0	0	0	1	0
Harassment: Non-Sexual	9	12	19	16	24	3
Harassment: Sexual	0	1	0	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	1	2	4	0
Promotion/Non-Selection	7	6	12	6	8	0
Reassignment: Denied/Directed	2	1	2	0	2	0
Reassignment: Directed	1	1	1	2	5	1
Reasonable Accommodation	1	0	1	8	10	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	2	6	3	2
Termination	2	2	7	6	8	0
Terms/Conditions of Employment*	4	28	0	0	0	0
Time and Attendance	0	1	2	3	6	0
Training	1	0	1	1	2	0
Other Terms/Conditions of Employment*	0	0	0	18	13	4

Part 4 Processing Time (Complaints Pending During FY)

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Average days in Investigation for all cases pending during FY	208.05	176.42	188.88	184.56	196.1	248.00
Average days in Final Action for all cases pending during FY	42.88	43	38.15	35.38	49.08	29.00
Average days in Investigation with	207.63	227.06	201.57	193.48	201.6	0.00
Average days in Final Action with	35.64	37.2	25.06	25.62	36	29.00
Average Days in Investigation without Hearing	212	179	176.89	172.92	201.88	248.00
Average Days in Final Action without Hearing	58.8	57.5	54.5	51.25	57.86	0.00

Part 5 Complaints Dismissed or Withdrawn

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total Complaints Dismissed by	6	11	14	29	15	2
Average Days Pending Prior to Dismissal	170.5	305.37	110.07	134.52	73.2	163.50
Total Complaints Withdrawn by Complainants	1	3	1	3	10	0

Part 6 Total Final Agency Actions Finding Discrimination

Part 7 Finding of Discrimination by Basis

Part 7 Finding of Discrimination by Basis (with Hearing)

Part 7 Finding of Discrimination by Basis (without Hearing)

Part 8 Finding of Discrimination by Issue

Part 8 Finding of Discrimination by Issue (with Hearing)

Part 8 Finding of Discrimination by Issue (without Hearing)

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Total complaints from previous Fiscal Years	28	27	33	14	14	38
Total Complainants	21	20	30	13	12	33
Complaints Pending Investigation	0	2	15	0	0	19
ROI issued, pending Complainant's	0	0	1	1	1	3
Complaints Pending in Hearing	27	22	8	10	11	11
Complaints Pending Final Agency	0	1	0	1	0	1
Complaints Pending Appeal with EEOC Office of Federal Operations	11	14	17	21	12	13

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time	0	5	0	0	0	0