

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Goddard Space Flight Center - GSFC (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	4	3	4	7	10	4
Number of Complainants	4	3	4	6	10	4
Repeat Filers	0	0	0	1	0	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 12-31)
Race	4	0	2	3	4	1
Color	1	0	1	0	0	1
Religion	1	2	1	0	0	0
Reprisal	2	0	3	6	7	1
Sex	3	0	1	3	7	1
PDA	0	0	0	0	0	0
National Origin	1	1	1	0	2	0
Equal Pay Act	0	0	0	0	0	0
Age	2	1	0	3	4	1
Disability	0	2	2	5	3	2
Genetics	0	1	0	0	0	0
Non-EEO	0	0	0	0	0	0

### Part 3 Complaints By Issue

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

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	162.67	185.5	270	210	160.67	0.00
Average days in Final Action for all cases pending during FY	41	49.67	33	31	59	29.00
Average days in Investigation with	162.67	226.12	270	218.4	0	0.00
Average days in Final Action with	41	46	13	17	0	29.00
Average Days in Investigation without Hearing	0	209	0	168	168	0.00
Average Days in Final Action without Hearing	0	57	0	59	59	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	1	1	1	2	5	0
Average Days Pending Prior to Dismissal	83	50	64	145	45	0.00
Total Complaints Withdrawn by Complainants	0	0	0	0	2	0

## 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	4	4	4	4	5	8
Total Complainants	4	4	4	4	4	7
Complaints Pending Investigation	0	0	1	0	0	4
ROI issued, pending Complainant's	0	0	1	1	1	1
Complaints Pending in Hearing	3	1	1	2	3	2
Complaints Pending Final Agency	0	0	0	0	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	0	1	0	1	1	1

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	0	0	0	0	0