

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

Marshall Space Flight Center - MSFC (Includes Sub-Level Offices)

For 3rd Quarter 2026 for period ending June 30, 2026

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 06-30)
Number of Complaints Filed	1	4	4	5	8	0
Number of Complainants	1	3	2	4	7	0
Repeat Filers	0	1	1	1	1	0

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Race	1	1	3	4	5	0
Color	0	1	0	3	4	0
Religion	0	2	0	0	4	0
Reprisal	1	2	2	1	7	0
Sex	0	0	1	4	4	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	2	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	1	3	4	0
Disability	0	3	3	0	7	0
Genetics	0	2	0	0	0	0
Non-EEO	0	0	0	0	2	0

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Appointment/Hire	0	0	1	0	0	0
Assignment of Duties*	0	0	0	0	0	0
Awards	0	1	0	0	1	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	1	0
Disciplinary Action: Removal	0	0	0	0	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	2	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	2	1	0	1	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	1	3	1	2	5	0
Harassment: Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	1	2	2	1	1	0
Reassignment: Denied/Directed	0	0	0	0	2	0
Reassignment: Directed	0	0	0	1	1	0
Reasonable Accommodation	0	0	0	0	3	0
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	0	0
Telework	0	0	0	1	1	0
Termination	0	0	0	1	2	0
Terms/Conditions of Employment*	0	3	0	0	0	0
Time and Attendance	0	0	0	0	3	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	2	1	2	0

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Average days in Investigation for all cases pending during FY	338.5	157	187	206.67	210.5	209.00
Average days in Final Action for all cases pending during FY	32	38	21	34.75	26	60.00
Average days in Investigation with	338.5	247.73	187	265	210.5	200.50
Average days in Final Action with	32	38	21	27.33	26	0.00
Average Days in Investigation without Hearing	0	0	0	177.5	0	217.50
Average Days in Final Action without Hearing	0	0	0	57	0	59.00

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Total Complaints Dismissed by	0	2	0	1	1	1
Average Days Pending Prior to Dismissal	0	53.29	0	176	149	61.00
Total Complaints Withdrawn by Complainants	0	0	0	1	2	0

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Part 7 Finding of Discrimination by Basis												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 06- 30)	FY 2026 % (thru 06- 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 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 06- 30)	FY 2026 % (thru 06- 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 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 06- 30)	FY 2026 % (thru 06- 30)
Findings 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

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Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Total complaints from previous Fiscal Years	2	1	2	1	0	2
Total Complainants	2	1	2	1	0	2
Complaints Pending Investigation	0	0	1	0	0	0
ROI issued, pending Complainant's	0	0	0	0	0	0
Complaints Pending in Hearing	2	1	1	1	0	2
Complaints Pending Final Agency	0	0	0	0	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	1	1	2	4	0	1

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time	0	0	0	0	0	0