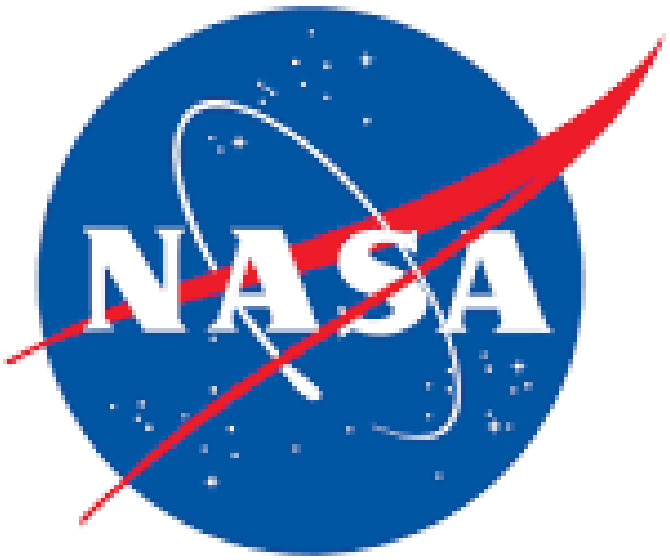
NO FEAR ACT
ANNUAL REPORT TO CONGRESS

FISCAL YEAR 2025



NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

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EXECUTIVE SUMMARY

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 ("No FEAR Act"), Public Law 107-174, was signed into law on May 15, 2002, and became effective on October 1, 2003. The No FEAR Act is intended to reduce workplace discrimination within the Federal Government by making agencies and departments more accountable for violations of antidiscrimination and whistleblower protection laws. On January 21, 2021, the law was amended to include the Elijah Cummings Federal Employee Antidiscrimination Act of 2020. The No FEAR Act governs the process of agency reimbursements to the Treasury Department's judgment fund for judgments against them and settlements for discrimination in the workplace. Additionally, the No FEAR Act requires Federal agencies to be accountable for violations of antidiscrimination and whistleblower protection laws, in part by requiring that each Federal agency post quarterly on its public Web site certain statistical data relating to Federal-sector EEO complaints filed with each agency.

PURPOSE OF REPORT

Section 203 of the No FEAR Act specifically requires each Federal agency to submit to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission (EEOC), and the Attorney General, an annual report with specific information relating to each agency's EEO complaints activity. The report is required to be delivered to all parties within 180 days after the end of the fiscal year. NASA summarized its activities to ensure accountability for antidiscrimination and whistleblower laws related to employment and submits its Annual No FEAR Act Report to Congress for Fiscal Year (FY) 2025. NASA has prepared this report based on the provisions of the No FEAR Act and its implementing regulations at 5 C.F.R. § 724.302.

I. NO FEAR ACT DATA ANALYSIS

A. Civil Cases in Federal District Court and Disposition

In FY 2025, NASA reported eight (8) pending civil actions filed in Federal District Court. In FY 2025, there was no increase of cases filed in Federal District Court compared to the eight (8) cases pending against the Agency in various Federal District Courts in FY 2024.

B. Judgment Fund Reimbursements and Budget Adjustment

In FY 2025, there was one judgment against NASA from cases resolved in Federal District Court. Subsequently, NASA made payment to the Bureau of the Fiscal Service, United States Department of the Treasury through adjustment of its budget authority in the amount of one hundred fifty thousand dollars ($150,000).

C. Posting of EEO Complaints Processing Statistics

The FY 2025 year-end data regarding NASA's administrative discrimination complaints process was posted on the Agency's website in accordance with the EEOC regulations at 29 CFR Part 1614, Subpart G (implementing Section 301(c)(1)(B) of the No FEAR Act). *See* Appendix for NASA No FEAR Act data for FY 2025. In addition to posting the annual report, NASA timely posted the statistical data pertaining to EEO complaints each quarter (quarterly report)

D. Number of Employees Disciplined

In FY 2025, no employees were disciplined with respect to Federal District Court cases involving allegations of a violation of Federal Antidiscrimination or Whistleblower Protection laws, 5 C.F.R. §724.302(a)(3).

In FY 2025, no findings of discrimination or whistleblowing were issued by either Final Agency Decision, the EEOC, the Merit Systems Protection Board, the Office of Special Counsel, or a Federal court.

E. Disciplinary Actions Taken in Connection with Civil Cases

In FY 2025, NASA did not take any disciplinary actions in connection with civil action cases against responding management officials.

F. Disciplinary Actions Taken in Connection with Other Civil Cases

In FY 2025, NASA did not take any disciplinary actions in connection with EEO complaints raised through the Agency's EEO complaints process.

G. Discipline Policy

NASA proactively informs employees of the penalties for committing acts of discrimination and enforces clear and concise EEO and antidiscrimination policies and procedures. The policies clarify employee rights and responsibilities. Managers and supervisors share the responsibility for successful implementation of these policies.

NASA follows the guidance contained in its *Desk Guide for Table of Disciplinary Offenses and Penalties* for determining whether and to what extent formal disciplinary action is necessary in dealing with issues of employee misconduct. This Desk Guide, posted on the "NASA People" website under the link entitled "NASA Desk Guides," is accessible to all NASA employees at:

https://nasa.sharepoint.com/sites/OCHCO/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2FOCHCO%2FShared%20Documents%2FNSREF%2D3000%2D1094%5F2023%2D12%2D06%5FDesk%20Guide%20for%20Table%20of%20Disciplinary

%20Offenses%20and%20Penalties%2Epdf&parent=%2Fsites%2FOCHCO%2FShared%20Documents

The Agency's EEO and Anti-Harassment Policy Statements communicate the Agency's commitment to promoting equal opportunity in employment and prohibiting harassment in the workplace, as well as notifying employees of potential disciplinary actions for conduct in violation of these policies. OEO disseminates these policies annually to all NASA employees.

II. TRENDS AND CAUSAL ANALYSIS

A. EEO Complaint Activity

In FY 2025, eighty-four (84) informal counselings were initiated, representing an eleven (11%) increase from seventy-five (75) informal counselings initiated in FY 2024. In FY 2025, there were forty-nine (49) formal complaint filings, representing a ten (10%) increase from forty-four (44) formal complaint filings in FY 2024.

In FY 2025, twenty-one (21) informal counselings were withdrawn/no complaints filed, representing a twenty-four (24%) increase from sixteen (16) informal counselings withdrawn/no complaints filed in FY 2024. In FY 2025, ten (10) formal complaints were withdrawn representing an increase of seventy (70%) from three (3) formal complaints withdrawn in FY 2024.

In FY 2025, NASA completed twenty (20) (100%) of the equal employment opportunity (EEO) investigations with an average processing time of one hundred ninety-six (196) days. In FY 2024, NASA completed thirty-two (32) (91%) of the thirty-five (35) equal employment opportunity (EEO) investigations with an average processing time of one hundred eighty-three (183) days.

In FY 2025, Alternative Dispute Resolution (ADR) was offered in four (4) formal complaints and rejected in one (1) formal complaint representing a two hundred (200%) increase in ADR participation during the formal complaint stage compared to FY 2024. In FY 2024, ADR was offered in three (3) formal complaints and rejected in two (2) formal complaints by complainants

In FY 2025, twelve (12) (100%) merit Final Agency Decisions (FADs) were timely issued with an average processing time of fifty-three (53 days) compared to eleven (11) (98%) of twelve (12) merit Final Agency Decisions (FADs) timely issued with an average processing time of fifty-two (52 days) in FY 2024.

B. Bases and Issues of Discrimination in EEO Complaints

Figure 1 – The most frequently cited bases filed in FY 2025 were reprisal (37 complaints), race (25 complaints), sex (25 complaints), and disability (20 complaints). *Note: the total numbers below will not match the number of actual complaints because each complaint*

could cite multiple bases. E.g., one complainant could claim discrimination based on age, national origin, sex, and retaliation.

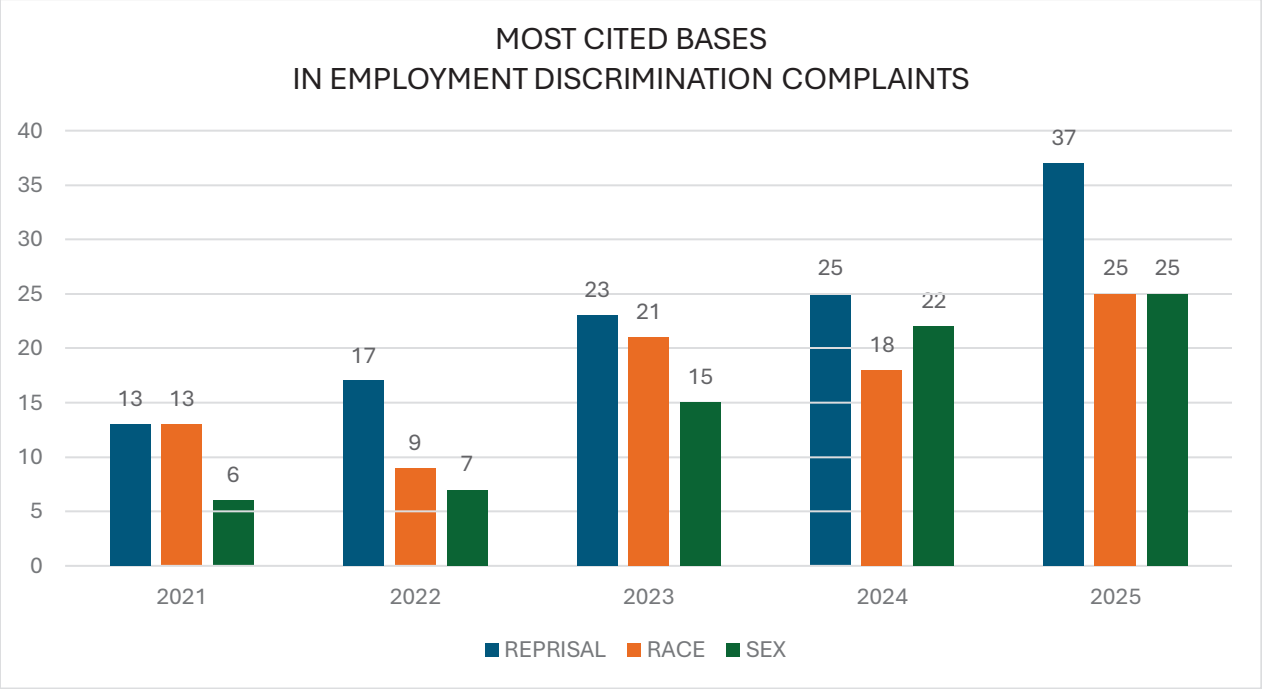
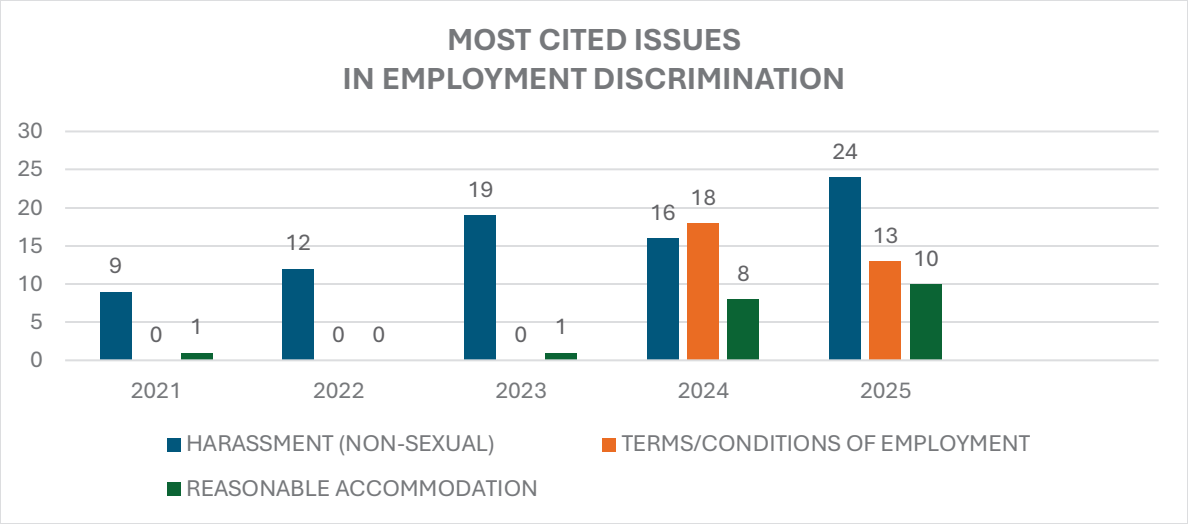


Figure 2 – The most cited issues in discrimination complaints filed in FY 2025 were harassment non-sexual(24 complaints), terms/conditions of employment (13 complaints), reasonable accommodation (ten complaints) and performance evaluation/appraisal (9 complaints). Harassment (non-sexual) was the primary issue filed in FY 2025; the data for harassment (non-sexual) reflects a forty-two (42%) increase compared to the 14 complaints alleging harassment (non-sexual) filed in FY 2024. The Agency remains committed to the administration of a broad, proactive, and effective Anti-Harassment Program. The program identifies multiple avenues of redress for claims of harassment and does not limit employees to the EEO process.



C. No FEAR Act Training Plan

NASA provided training to all employees in accordance with the training requirements of the No FEAR Act of 2002. NASA mandates that all civil servant employees complete an on-line No Fear training module using the System for Administration, Training, and Educational Resources for NASA (SATERN). The Agency requires new employees to take the training during orientation.

III. IMPROVEMENTS IN NASA'S EEO PROGRAMS

NASA continues to review and modify procedures in accordance with EEOC regulations, monitor complaint activity, and promote ADR as a viable and cost saving alternative to traditional EEO discrimination complaint processing. In FY 2025, OEO revised its standard operating procedures, streamlined NASA's EEO process, strengthened NASA's cadre of internal mediators, and developed a SharePoint site to help inform employees of the EEO process.

While the average processing time for investigations increased in FY 2025, NASA's overall rate of completing timely investigations increased from 91% in FY 2024 to 100% in FY 2025. Processing times can be longer but still be considered timely completed due to a number of factors which extend the period for processing, including amendment of complaints (extending the investigatory time period by an additional 180 days from the date of the amendment) and extension of regulatory timeframes due to furlough, as happened in October and November 2025.

Even though investigations are being completed within the regulatory timeframes, NASA continues to work to reduce the average processing time for investigations and increase overall efficiency. For example, NASA is working to institute new protocols for obtaining relevant documentation directly from the source, especially during the pre-complaint process, to ensure clarity in framing issues. The clarity obtained in the beginning of the process will contribute to greater efficiencies throughout the pre-complaint and the formal complaint process and investigation.

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 Hearing	237.89	207.63	227.06	201.57	193.48	201.60
Average days in Final Action with Hearing	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 Agency	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
Findings With Hearing	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												
	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		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Medical Examination	0	0	1	100	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0

Part 8 Finding of Discrimination by Issue (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		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0

Part 8 Finding of Discrimination by Issue (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)
Findings Without Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	100	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0

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 Decision	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