



Federal Communications Commission

Fiscal Year 2024 Annual Report to Congress on the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

Submitted to the:

Speaker of the House of Representatives
President pro tempore of the Senate
Senate Committee on Governmental Affairs
House of Representatives Committee on Oversight and Reform
Senate Committee on Commerce, Science and Transportation
House of Representatives Committee on Energy and Commerce
Senate Committee on Appropriations
House of Representatives Committee on Appropriations
Senate Committee on Judiciary
House of Representatives Committee on Judiciary

I. INTRODUCTION

The Federal Communications Commission (FCC) submits this report pursuant to Section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174¹ and the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020, H.R. 6395, Title XI, Subtitle B (Sections 1131-1138).² Section 203 of the No FEAR Act requires each Federal agency to submit the No FEAR Act Annual Report no later than 180 days after the end of each fiscal year.³ The No FEAR Act directs that the annual report include: (1) the number of Federal court cases arising under the No FEAR Act laws and the status or disposition of the cases; (2) the amount of Judgment Fund reimbursements and adjustments to the FCC’s budget to meet the reimbursement requirements; (3) the number of disciplinary actions related to discrimination, retaliation, or harassment and the FCC’s policy relating to appropriate disciplinary action; (4) the agency’s plan to train employees on their rights under the No FEAR Act; (5) the year-end summary of data related to Federal sector equal employment opportunity (EEO) complaint activity; and (6) an analysis of trends, causation, and practical knowledge gained through experience and actions planned or taken to improve complaint or civil rights programs.

The No FEAR Act is intended to reduce workplace discrimination within the Federal government by holding Federal agencies accountable for violations of anti-discrimination and whistleblower protection laws and requiring Federal agencies to post certain statistical data relating to Federal sector EEO complaints filed with the agencies. Since submission of its Fiscal Year (FY) 2023 Annual Report, the FCC has continued its efforts to maintain a work environment free from discrimination and harassment. Accordingly, for FY 2024 (October 1, 2023 to September 30, 2024), we report on the number of cases filed in Federal court regarding alleged violations of federal anti-discrimination or whistleblower protection laws, the disposition of those cases, money required to be reimbursed to the Judgment Fund, the number of employees disciplined for discrimination, retaliation, harassment, or other infractions of law cited in Section 201(c) of the No FEAR Act, and the FCC’s No FEAR Act training efforts. This report also provides an analysis of the FY 2024 complaints, including trends and causal analysis and the practical knowledge gained. Please note that since this report is looking backwards at FY 2024, the information contained herein covers activities undertaken by the FCC under the previous Chair of the FCC, Chairwoman Jessica Rosenworcel.

II. BACKGROUND

The FCC is a regulatory agency of the United States Government. The FCC is charged with regulating interstate and international communications by radio, television, wire, satellite, and cable. The Commission also regulates telecommunications, advanced communication services, and video programming for people with disabilities, as set forth in various sections of the Communications Act. As specified in section 1 of the Communications Act of 1934, as amended, the FCC’s mission is to “make available, so far as possible, to all the people of the United States, without discrimination on the

¹ Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, 5 U.S.C. § 2301 (No FEAR Act).

² The Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020, which became law on January 1, 2021, amended the No FEAR Act by altering the reporting requirements to strengthen Federal antidiscrimination laws enforced by the Equal Employment Opportunity Commission and to expand accountability within the Federal Government. On January 1, 2021, as part of William M. Thornberry National Defense Authorization Act for Fiscal Year 2021, the No FEAR Act of 2002 was also amended, however reporting requirements did not change.

³ No FEAR Act, 5 U.S.C. § 2301 note at § 203.

basis of race, color, religion, national origin, or sex, rapid, efficient, Nation-wide, and world-wide wire and radio communication service with adequate facilities at reasonable charges.”⁴ In addition, section 1 provides that the Commission was created “for the purpose of the national defense” and “for the purpose of promoting safety of life and property through the use of wire and radio communications.”⁵

III. DATA

A. Civil Cases

Section 203(a)(1) of the No FEAR Act requires that agencies include in their annual report “the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of Section 201(a) in which discrimination on the part of such agency was alleged.” Section 724.302 of Office of Personnel Management’s (OPM’s) implementing regulations clarifies Section 203(a)(1) of the No FEAR Act, stating that Federal agencies must report on the “number of cases in Federal court [district or appellate] pending or resolved....arising under each of the respective provisions of the Federal Antidiscrimination Laws and Whistleblower Protection Laws applicable to them.....in which an employee, former Federal employee, or applicant alleged violation(s) of these laws, separating data by the provision(s) of law involved.”⁶ The laws covered in the No FEAR Act include:

- Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-16 (race, color, religion, sex, and national origin) (Title VII).
- The Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § (age (40 and over) and reprisal) (ADEA).
- The Equal Pay Act of 1963, as amended, 29 U.S.C. § 206(d) (sex-based differentials and reprisal) (EPA).
- Section 501 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 (disabilities and reprisal) (Rehabilitation Act)
- The Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff et seq. (genetic information and reprisal) (GINA); and
- The Civil Service Reform Act of 1978, 5 U.S.C. §§ 2302(b)(1), (b)(8), (b)(9) (race, color, religion, sex, national origin, age, disability, marital status, political affiliation, and whistleblowing and related reprisal) (CSRA)

No civil cases under the respective provisions of law covered by paragraphs (1) and (2) of Section 201(a) alleging discrimination by the FCC arose in FY 2024.

B. Judgment Fund Reimbursements and Budget Adjustments

Section 724.103 of OPM’s implementing regulations requires Federal agencies to reimburse the Judgment Fund for payments covered by the No FEAR Act.⁷ Additionally, Federal agencies must include information regarding any adjustments to their budget in order to reimburse any Judgment Fund payments.

⁴ 47 U.S.C. § 151.

⁵ *Id.*

⁶ 5 C.F.R. § 724.302.

⁷ 5 C.F.R. § 724.103.

C. Disciplinary Policies and Actions

Section 203(a)(6) of the No FEAR Act requires that an agency include in its annual report a detailed description of the policies implemented by that agency relating to disciplinary actions imposed against a Federal employee who discriminated against any individual in violation of any of the laws cited under Section 201(a) (1) or (2), or committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under Section 201(a) (1) or (2). Further, the No FEAR Act requires that, with respect to each law, the Federal agency report on the number of employees who were disciplined in accordance with such policy and the specific nature of the disciplinary action taken.

In August 2024, former Chairwoman Rosenworcel issued two policy statements that reinforce the FCC's commitment to establishing a workplace free from discrimination, harassment, and retaliation. The Equal Employment Opportunity Policy Statement explains the FCC's firm commitment to EEO. Additionally, the policy emphasizes the FCC's determination to hold managers and supervisors accountable for ensuring equal employment opportunity. The Anti-Harassment Policy Statement communicates the FCC's efforts to prevent harassment on all protected bases, including race, color, religion, sex, national origin, age, disability, and reprisal. Moreover, it reiterates the responsibilities of both managers and supervisors to prevent and promptly correct harassing conduct in the workplace. Any FCC employee found to have engaged in harassment or discrimination in violation of this policy is subject to disciplinary action. In this regard, the FCC also maintains a written policy on disciplinary actions and adverse actions under its Basic Negotiated Agreement with the National Treasury Employees Union. These actions range from an oral admonishment to removal.

In FY 2024, the FCC promoted several training initiatives envisioned to reduce discrimination, harassment, and retaliation. These training initiatives include presentations by external and internal speakers, book and film discussions, video presentations, online training and instructor-led training. Section 203(a)(4) of the No FEAR Act also requires that Federal agencies include the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law covered by the No FEAR Act. In this context, discipline means any one or a combination of the following actions: reprimand, suspension without pay, reduction in grade or pay, or removal. The OPM's final regulation provides that irrespective of discrimination cases in Federal court, Federal agencies are to report the total number of employees disciplined and the specific nature of the disciplinary actions taken in accordance with agency policy that prescribes disciplinary action for discrimination, retaliation, or harassment, and whistleblower protection law violations. In FY 2024, the FCC did not discipline any employees for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in Section 203(a)(1) of the No FEAR Act.

D. No FEAR Act Training

Section 202(c) of the No FEAR Act requires agencies to provide training for their employees on the rights and remedies under Federal anti-discrimination, retaliation, and whistleblower protection laws. Under Section 724.203 of OPM's implementing regulations, Federal agencies were required to develop a written training plan and to have trained their employees by December 17, 2006, and every two years thereafter. New employees must receive No FEAR Act training within ninety days of appointment,

which is satisfied through the FCC’s New Employee Orientation program. For the remainder of FCC employees, the FCC required all FCC employees to take No FEAR Act training in FY 2024.

E. Final Year-End Data Posted Under Section 301(c)(1)(B)

Section 203(a)(5) of the No FEAR Act requires Federal agencies to include its final year-end data posted under Section 301(c)(1)(B) for such fiscal year. Moreover, Section 301(c)(2) of the No FEAR Act requires Federal agencies to include data for each of the five immediately preceding fiscal years. The FCC includes the final year-end data required under Section 301(b) of the No FEAR Act in Appendix A. Additionally, the FCC’s No FEAR Act data, including No FEAR Act annual reports and quarterly data can be accessed at <https://www.fcc.gov/owd/no-fear-act-annual-report>.

IV. ANALYSIS OF COMPLAINTS

Section 203(a)(7) of the No FEAR Act requires that agencies undertake “an examination of trends; causal analysis; practical knowledge gained through experience; and any actions planned or taken to improve complaint or civil rights programs of the agency.” The FCC has examined the information reported. During FY 2024, there were six complaints filed alleging unlawful discrimination. From these six complaints, the FCC had three allegations of discrimination based on race, five allegations of discrimination based on reprisal, one allegation of discrimination based on sex, two allegations of discrimination based on age, and three allegations of discrimination based on disability. None of the complaints have resulted in a finding of unlawful discrimination.

A. Trends and Causal Analysis of Complaints Filed

For FY 2024, the FCC received six formal complaints alleging discrimination based on race, color, reprisal, sex, age, and disability. The number of FY 2024 complaints was three more than the number of complaints filed in FY 2023. Please see Appendix A for additional details.

B. Trends and Analysis of Bases

For FY 2024, the most frequently cited bases in the formal complaints filed were race, reprisal, and disability. These bases were followed by two complaints involving age and one complaint involving sex. Please see Appendix A for additional details.

C. Trends and Analyses of Issues

Although the issues that formed the bases for complaints were varied, there were only two issues that arose at least once during the FY 2020 to FY 2024: Assignment of Duties and Reasonable Accommodation. The lowest incidence of these issues was in FY 2021 and FY 2022.

In order to address these trends, the FCC has identified steps aimed at addressing potential issues in these areas. With regard to the assignment of duties, going forward, the FCC will continue its efforts including, but not be limited to, reviewing position descriptions, along with policies and procedures concerning the assignment of duties for employees, and using the Employee Viewpoint Survey as a self-assessment tool. With regard to reasonable accommodation, the FCC will continue to communicate

with employees, managers and supervisors regarding the FCC's policies and procedures pertaining to reasonable accommodations. To this end, in recent years the agency launched an instructor-led training initiative about the FCC's reasonable accommodations policy and procedures with both supervisor and employee courses. The FCC will also continue to reiterate the importance of supervisors improving communication with employees and providing effective feedback regarding the assignment of duties.

D. Practical Knowledge Gained Through Experience and Action Plan

The trend analyses in the No FEAR Act reporting are shared with FCC Bureaus and Offices to encourage relevant action planning in the defined areas and to address a range of issues. The FCC has promoted several training initiatives envisioned to reduce the potential of incidents of discrimination, harassment, and retaliation in its workplace.

As part of its ongoing efforts, the FCC has also worked to encourage conflict resolution and proactive measures to resolve issues of controversy or workplace conflict. During FY 2024, the FCC continued to encourage participation in the Alternative Dispute Resolution (ADR) Program for individuals involved in EEO and non-EEO related conflicts. The FCC also continued to offer ADR training and informational sessions to foster awareness of the goals and benefits of mediation, familiarize senior leadership, managers and supervisors and employees with ADR, promote collaborative and positive work relationships, and introduce strategies for managing conflict. Through its efforts in these areas, the FCC hopes to increase its ADR participation and conflict resolution rates in FY2025. Further, our experience suggests that the number of filings that do not result in a formal complaint, due either to settlement by the parties or voluntary withdrawal from the EEO process, should continue to increase given the strides the FCC has made with its ADR program and the agency's ongoing promotion and offering of training for senior leadership, managers, supervisors and employees.

V. CONCLUSION

During FY 2024, the FCC continued to make strides in its efforts to foster and promote a workplace free from harassment and discrimination. There were four formal complaints filed alleging violations covered under the No FEAR Act. None of these complaints resulted in a finding of unlawful discrimination. No FCC employees were disciplined for discrimination, retaliation, harassment or other infractions of law in connection with a federal district court action. These outcomes demonstrate the FCC is continuing to move in the right direction on these fronts.

APPENDIX A



**Equal Employment Opportunity Data Posted Pursuant to Title III of the
Notification and Federal Employee Antidiscrimination and
Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174
First Quarter – Fiscal Year 2025
October 1, 2024 through December 31, 2024**

| Complaint Activity 29 C.F.R. § 1614.704(a) – (c) | Comparative Data | | | | | 1st Qtr. FY 2025 |
|---|------------------------------|-------------|-------------|-------------|-------------|-----------------------------|
| | Previous Fiscal Years | | | | | |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Number of Complaints Filed | 14 | 4 | 3 | 3 | 6 | 0 |
| Number of Complainants | 13 | 4 | 3 | 3 | 5 | 0 |
| Repeat Filers | 1 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Basis 29 C.F.R. § 1614.704(d) <small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small> | Comparative Data | | | | | 1st Qtr. FY 2025 |
|--|------------------------------|-------------|-------------|-------------|-------------|-----------------------------|
| | Previous Fiscal Years | | | | | |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Race | 14 | 0 | 2 | 1 | 3 | 0 |
| Color | 7 | 0 | 1 | 2 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 10 | 1 | 2 | 3 | 5 | 0 |
| Sex | 4 | 1 | 1 | 2 | 1 | 0 |
| National Origin | 3 | 0 | 1 | 1 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 4 | 0 | 0 | 0 | 2 | 0 |
| Disability | 6 | 2 | 2 | 1 | 3 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaints by Issue 29 C.F.R. § 1614.704(e) Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed. | Comparative Data | | | | | 1st Qtr. FY 2025 |
|---|-----------------------|------|------|------|------|---------------------|
| | Previous Fiscal Years | | | | | |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 9 | 1 | 1 | 3 | 3 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 1 | 0 | 0 | 0 | 0 |
| Reprimand (warning) | 2 | 2 | 0 | 0 | 1 | 0 |
| Removal | 1 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Warning | 2 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 3 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 5 | 0 | 0 | 1 | 2 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 12 | 0 | 0 | 3 | 4 | 0 |
| 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 | 3 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 4 | 1 | 1 | 1 | 2 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 0 | 2 | 0 | 0 | 0 |

| | | | | | | |
|--------------------------------|---|---|---|---|---|---|
| Terms/Conditions of Employment | 7 | 2 | 0 | 2 | 3 | 0 |
| Time and Attendance | 7 | 1 | 0 | 0 | 0 | 0 |
| Training | 4 | 0 | 1 | 1 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 |

| Processing Time 29 C.F.R. § 1614.704(f) | Comparative Data | | | | | 1st Qtr. FY 2025 |
|--|-----------------------|------|------|------|------|---------------------|
| | Previous Fiscal Years | | | | | |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Complaints Pending (for any length of time) During Fiscal Year | | | | | | |
| Average Number of Days in Investigation Stage | 153 | 213 | 296 | 154 | 225 | 0 |
| Average Number of Days in Final Action Stage | 87 | 0 | 0 | 0 | 42 | 0 |
| Complaints Pending (for any length of time) During Fiscal Year Where Hearing Was Requested | | | | | | |
| Average Number of Days in Investigation Stage | 178 | 317 | 0 | 0 | 248 | 0 |
| Average Number of Days in Final Action Stage | 40 | 0 | 0 | 0 | 34 | 0 |
| Complaints Pending (for any length of time) During Fiscal Year Where Hearing Was Not Requested | | | | | | |
| Average Number of Days in Investigation Stage | 150 | 178 | 296 | 154 | 213 | 0 |
| Average Number of Days in Final Action Stage | 87 | 0 | 0 | 0 | 60 | 0 |

| Complaints Dismissed by Agency 29 C.F.R. § 1614.704(g) | Comparative Data | | | | | 1st Qtr. FY 2025 |
|---|-----------------------|------|------|------|------|---------------------|
| | Previous Fiscal Years | | | | | |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Total Complaints Dismissed by Agency | 2 | 0 | 0 | 0 | 0 | 0 |
| Average Days Pending Prior to Dismissal | 116 | 0 | 0 | 0 | 0 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 2 | 0 | 0 | 0 | 0 | 0 |

| Total Final Actions Finding Discrimination 29 C.F.R. § 1614.704(i) | Comparative Data | | | | | | | | | | 1st Qtr. FY 2025 | |
|--|-----------------------|---|------|---|------|---|------|-----|------|---|------------------|---|
| | Previous Fiscal Years | | | | | | | | | | | |
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number of Findings | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Basis 29 C.F.R. § 1614.704(j) Note: Complaints can be filed Alleging Multiple Bases. The Sum of the Bases may not Equal Total Complaints and Findings. | Comparative Data | | | | | | | | | | 1st Qtr. | |
|--|---------------------------|---|------|---|------|-----|------|---|------|---|----------|---|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number of Findings | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings After Hearing | | | | | | | | | | | | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|---------------------------------|---|---|---|---|---|-----|---|---|---|---|---|---|
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Genetic Information | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Findings of Discrimination Rendered by Issue 29 C.F.R. § 1614.704(k) | Comparative Data | | | | | | | | | | 1st Qtr. FY 2025 | |
|--|-----------------------|---|------|---|------|-----|------|---|------|---|---------------------|---|
| | Previous Fiscal Years | | | | | | | | | | | |
| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | | | |
| | # | % | # | % | # | % | # | % | # | % | | |
| Total Number of Findings | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 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 |
| Evaluation 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |
| Retirement | 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 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings After Hearing | | | | | | | | | | | | |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 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 |
| Evaluation 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |
| Retirement | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |

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|---------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| Findings Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 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 |
| Evaluation 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |
| Retirement | 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 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 |
|-------|---|---|---|---|---|-----|---|---|---|---|---|

| Pending Complaints Filed in Previous Fiscal Years and by Status 29 C.F.R. § 1614.704(l) | Comparative Data | | | | | 1st Qtr. FY 2025 |
|---|-----------------------|------|------|------|------|------------------------|
| | Previous Fiscal Years | | | | | |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Total Complaints from Previous Fiscal Years | 3 | 6 | 8 | 5 | 5 | 9 |
| Total Complainants | 3 | 5 | 7 | 3 | 4 | 7 |
| Number Complaints Pending | | | | | | |
| Investigation | 0 | 1 | 0 | 0 | 0 | 1 |
| ROI Issued, Pending Complainants Action | | | | | | 2 |
| Hearing | 2 | 2 | 2 | 0 | 1 | 2 |
| Final Action | 1 | 3 | 2 | 1 | 0 | 0 |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 1 | 4 | 4 | 4 |

| Complaint Investigations 29 C.F.R. § 1614.704(m) | Comparative Data | | | | | 1st Qtr. FY 2025 |
|---|-----------------------|------|------|------|------|------------------------|
| | Previous Fiscal Years | | | | | |
| | 2020 | 2021 | 2022 | 2023 | 2024 | |
| Pending Complaints Where Investigations Exceeds Required Time Frames | 0 | 1 | 6 | 5 | 3 | 3 |