NO FEAR Act Notice

On May 15, 2002, Congress enacted the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002," which is now known as the No FEAR Act. One purpose of the Act is to "require that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws." Public Law 107-174, Summary. In support of this purpose, Congress found that "agencies cannot be run effectively if those agencies practice or tolerate discrimination." Public Law 107-174, Title I, General Provisions, section 101(1).

The Act also requires federal agencies to provide this notice to federal employees, former federal employees and applicants for Federal employment to inform you of the rights and protections available to you under federal antidiscrimination and whistleblower protection laws.

Antidiscrimination Laws

As a Federal Agency, AAFES cannot discriminate against an employee, former employee, or applicant with respect to the terms, conditions, or privileges of employment on the basis of race, color, religion, national origin, sex (including pregnancy and gender stereotyping), age, disability (physical and mental), genetic information, or reprisal for having participated in protected EEO activity. Discrimination on these bases is prohibited by one or more of the following statutes: 10 U.S.C. 1587, 29 U.S.C. 206(d), 29 U.S.C. 631, 29 U.S.C. 633a, 29 U.S.C. 791, and 42 U.S.C. 2000e-16. If you believe that you have been the victim of unlawful discrimination on the basis of race, color, religion, national origin, sex (including pregnancy and gender stereotyping), age, physical/mental disability, genetic information, or reprisal for having participated in protected EEO activity, you must contact an AAFES Equal Employment Opportunity (EEO) Counselor within 45 calendar days of the alleged discriminatory action, or, in the case of a personnel action, within 45 calendar days of the effective date of the action, before you can file a formal complaint of discrimination with AAFES. AAFES EEO Counselor info is on the posters located on or near employee bulletin boards in AAFES facilities or contact the nearest AAFES Human Resources Office. If you believe you have been discriminated against because of your status as a parent, you must contact an AAFES EEO Counselor; however, if you are a current employee covered by a collective bargaining agreement, you must contact an AAFES EEO Counselor; however, if you have been the victim of unlawful discrimination on the basis of age, you must either contact an AAFES EEO Counselor; however, if you are a current employee covered by a collective bargaining agreement, you must contact an AAFES EEO Counselor; however, if you are a current employee covered by a collective bargaining agreement, you must contact an AAFES EEO Counselor; however, if you have been the victim of unlawful discrimination

Whistleblower Protection Laws

An AAFES employee with authority to take, direct others to take, recommend or approve any personnel action must not use that authority to take or fail to take, or threaten to take or fail to take, a personnel action against an employee or applicant because of disclosure of information by that individual that is reasonably believed to evidence violations of law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety, unless disclosure of such information is specifically prohibited by law and such information is specifically required by Executive Order to be kept secret in the interest of national defense or the conduct of foreign affairs.

Retaliation against an employee or applicant for making a protected disclosure is prohibited by 10 U.S.C. 1587. If you believe that you have been the victim of whistleblower retaliation, you may file a complaint with the Department of Defense (DoD) Hotline. You can either file complaints by phone (1-800-424-9098 or 202-693-5080, or DSN 223-5080) or by letter addressed to: DoD HOTLINE Program, The Pentagon, Washington, D.C. 20301-1155.

Retaliation for Engaging in Protected Activity

AAFES cannot retaliate against an employee, former employee, or applicant because those individual exercises his or her rights under any of the Federal antidiscrimination or whistleblower protection laws listed above. If you believe that you are the victim of retaliation for engaging in protected activity, you must follow, as appropriate, the procedures described in the Antidiscrimination Laws and Whistleblower Protection Laws sections or, if applicable, the administrative or negotiated grievance procedures in order to pursue any legal remedy.

Disciplinary Actions

Under the existing laws, AAFES retains the right, where appropriate, to discipline an AAFES employee for conduct that is inconsistent with Federal Antidiscrimination and Whistleblower Protection Laws up to and including removal. Nothing in the No FEAR Act alters existing laws or permits an agency to take unfounded disciplinary action against an AAFES employee or to violate the procedural rights of an AAFES employee who has been accused of discrimination.

Additional Information

For further information regarding the No FEAR Act regulations, refer to 5 CFR part 724, as well as the AAFES' Human Resources Office, AAFES EEO Office, AAFES Inspector General, or AAFES Office of General Counsel. Additional information regarding Federal Antidiscrimination, Whistleblower Protection and Retaliation Laws can be found at t

r reduces any rights otherwise available to any

employee, former employee or applicant under the laws of the United States, including the provisions of law specified in 10 U.S.C. 1587.

Equal F	Employm				ted	
Army	Pursuar & Air For	nt to the			:s)	
			-	-		
	For 2024 for	period ending	September 30,	. 2024		
			Compara	ative Data		
		Pre	vious Fiscal Year D	lata		2024
Complaint Activity	2019	2020	2021	2022	2023	Thru 30-Sep
Number of Complaints Filed	61	55	34	49	48	45
Number of Complainants	61	55	34	46	44	41
lepeat Filers	0	0	0	2	1	2
		-		ative Data		-
		Pre	vious Fiscal Year D	ata		2024
Complaints by Basis Note: Complaints can be filed alleging multiple bases.						Thru 20 Son
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	30-Sep
Race	40	24	14	31	45	13
Color	27	21	8	12	20	2
Religion	6	4	2	8	6	2
lational Origin	19	14	5	18	18	4
ex (including complaints filed under Equal Pay Act)	25	20	11	31	27	8
isability	39	23	16	24	47	11
je	33	18	6	30	26	7
eprisal	52	29	15	38	48	16
			Compara	ative Data		
		Pre	vious Fiscal Year D	lata		2024
Complaints by Issue						Thru
lote: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total						30-Sep
omplaints filed.						
	2019	2020	2021	2022	2023	
ppointment/Hire	5	0	1	3	2	0
wards	2	2	2	4	3	0
sciplinary Action	2	2	2	4	5	0
otals:	37	22	9	18	29	17
Demotion	3	1	1	3	23	0
Suspension	5	4	0	4	6	2
					1	2
Removal	3	6 8	1	2	1 23	2 13
Removal Disciplinary Warning		6		2	1 23 17	2 13 2
Removal Disciplinary Warning valuation/ Appraisal	3 20 18	6 8 11	1 6 4	2 9 10	23 17	13 2
Removal Disciplinary Warning valuation/ Appraisal xamination/Test	3 20	6 8	1 6	2 9	23	13
Removal Disciplinary Warning valuation/ Appraisal xamination/Test larassment	3 20 18 0	6 8 11 0	1 6 4 0	2 9 10 0	23 17 0	13 2 0
Removal Disciplinary Warning valuation/ Appraisal aximination/Test arassment	3 20 18	6 8 11	1 6 4	2 9 10	23 17	13 2
Removal Disciplinary Warning valuation/ Appraisal kamination/Test arassment otals:	3 20 18 0 48	6 8 11 0	1 6 4 0	2 9 10 0	23 17 0 46	13 2 0 19
Removal Disciplinary Warning raluation/ Appraisal aramination/Test arassment tals: Non-Sexual Sexual	3 20 18 0 48 46	6 8 11 0 34 31	1 6 4 0 18 13	2 9 10 0 42 40	23 17 0 46 42	13 2 0 19 19
Removal Disciplinary Warning raluation/Appraisal camination/Test arassment tals: Non-Sexual Sexual ledical Examination	3 20 18 0 48 46 2	6 8 11 0 34 31 3	1 6 4 0 18 13 5	2 9 10 0 42 40 2	23 17 0 46 42 4	13 2 0 19 19 0
Removal Disciplinary Warning valuation/ Appraisal camination/Test arassment otals: Non-Sexual Sexual Gedical Examination ay including overtime	3 20 18 0 48 46 2 1	6 8 11 0 34 31 3 0	1 6 4 0 18 13 5 0	2 9 10 0 42 40 2 0	23 17 0 46 42 4 2	13 2 0 19 19 0 0 0
Removal Disciplinary Warning valuation/ Appraisal xamination/Test arassment otals: Non-Sexual Sexual ledical Examination ay including overtime romotion/Non-Selection	3 20 18 0 48 46 2 1 4	6 8 11 0 34 31 3 0 5	1 6 4 0 18 13 5 0 4	2 9 10 0 42 40 2 0 12	23 17 0 46 42 4 2 10	13 2 0 19 19 0 0 1
Removal Disciplinary Warning valuation/ Appraisal xamination/Test larassment otals: Non-Sexual Sexual Aedical Examination ay including overtime romotion/Non-Selection eassignment	3 20 18 0 48 46 2 1 1 4 18	6 8 11 0 34 31 3 0 5 7	1 6 4 0 18 13 5 0 4 6	2 9 10 42 40 2 0 12 15	23 17 0 46 42 4 2 10 16	13 2 0 19 19 0 0 1 3
Removal Disciplinary Warning valuation/Appraisal xamination/Test larassment otals: Non-Sexual Aedical Examination ay including overtime romotion/Non-Selection eassignment easonable Accommodation	3 20 18 0 48 46 2 1 1 4 4 18 12	6 8 11 0 34 31 3 0 5 7 9	1 6 4 0 18 13 5 0 4 6 2	2 9 10 0 42 40 2 0 12 15 8	23 17 0 46 42 4 2 10 16 4	13 2 0 19 19 0 0 1 3 2
Removal Disciplinary Warning valuation/ Appraisal xamination/Test farassment fotals: Non-Sexual Sexual Vedical Examination Vay including overtime rromotion/Non-Selection teassignment teleasonable Accommodation telegious Accommodation	3 20 18 0 48 46 2 1 4 18 12 5	6 8 11 0 34 31 3 0 5 7 9 5	1 6 4 0 18 13 5 0 4 6 2 3	2 9 10 0 2 0 12 15 8 16	23 17 0 46 42 4 2 10 16 4 14	13 2 0 19 19 0 0 0 1 1 3 2 1
Removal Disciplinary Warning valuation/Appraisal xamination/Test larassment otals: Non-Sexual Sexual Addital Examination Variancluding overtime romotion/Non-Selection Veassignment Veasonable Accommodation Veasonable Accom	3 20 18 0 48 46 2 1 4 18 12 5 1	6 8 11 0 34 31 3 0 5 7 9 5 0	1 6 4 0 18 13 5 0 4 6 2 3 1	2 9 10 0 42 40 2 0 12 15 8 16 3	23 17 0 46 42 4 2 10 16 4 14 1	13 2 0 19 19 0 0 1 3 2 1 0
Removal Disciplinary Warning valuation/ Appraisal xamination/Test tarassment totals: Non-Sexual Sexual Aedical Examination ay including overtime romotion/Non-Selection teassignment teasonable Accommodation teligious Accommodation teeligious Accommodation teeligious Accommodation teeligious Accommodation teeligious Accommodation teeligious Accommodation teeligious Accommodation teligious Accommodation teeligious Accommodation teligious	3 20 18 0 48 46 2 1 4 18 12 5 1 0	6 8 11 0 34 31 3 5 7 9 5 5 0 6	1 6 4 0 18 13 5 0 4 6 2 3 1 0	2 9 10 0 40 2 0 12 15 8 16 3 0	23 17 0 46 42 4 2 10 16 4 14 1 0	13 2 0 19 19 0 0 1 3 2 1 0 0 0
Removal Disciplinary Warning evaluation/ Appraisal examination/Test larassment fotals: Non-Sexual	3 20 18 0 48 46 2 1 4 18 12 5 1 0 0 0	6 8 11 0 34 31 3 0 5 7 9 5 0 6 0	1 6 4 0 18 13 5 0 4 6 2 3 1 0 0 0 0	2 9 10 0 2 12 15 8 16 3 0 0 0	23 17 0 46 42 4 2 10 16 4 4 14 14 0 0 0	13 2 0 19 19 0 0 1 3 2 1 0 0 0 0 0

			Compar	ative Data			1					
		Pr	2024	+								
			evious Fiscal Year D			Thru						l
Processing Time Complaints pending during fiscal year	2019	2020	2021	2022	2023	30-Sep	-					l
Average number of days in investigation	97.54	75.91	82.54	134	114.20	125.4	-					
Average number of days in intestigation	296.33	306.67	545.67	523.80	0	22	-					I
	250.55	500.07		ative Data			-					I
						2024	1					I
		Pr	evious Fiscal Year D	Data		Thru						
Complaints Dismissed by Agency	2019	2020	2021	2022	2023	30-Sep						I
Total Complaints Dismissed by Agency	6	7	5	10	15	8						
Average days pending prior to dismissal	47.17	161.86	126	847	67.27	34						
	Withdrawn by Com											
Total Complaints Withdrawn by Complainants	5	3	3	2	2	3						
				c	omparative Data							
				Previous Fisca	l Year Data							024
			1									「hru
		019		020		021	_	2022	_	2023		D-Sep
Total Final Agency Actions Finding Discrimination	# 0	%	#	% 100	# 0	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing With Hearing	0	0	1	100	0	0	0	0	0	0	0	0
With Hearing	0	0	1		omparative Data	0	10	0		0		0
					-						7	024
Findings of Discrimination Rendered by Basis				Previous Fisca	l Year Data						1	Thru
Note: Complaints can be filed alleging multiple bases.	20	019	20	020	2	021		2022		2023		D-Sep
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1	100	0	,,,	0	70	0	,,,	0	
Race	0	0	1	33.33	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 (including complaints filed under Equal Pay Act)	0	0	1	33.33	0	0	0	0	0	0	0	0
PDA	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
Age	0	0	1	33.33	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1	100	0		0		0		0	
Race Color	0	0	0	33.33 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 (including complaints filed under Equal Pay Act)	0	0	1	33.33	0	0	0	0	0	0	0	0
PDA	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
Age	0	0	1	33.33	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	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
PDA	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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

		Comparative Data Previous Fiscal Year Data										
		2019	2	020	20		2022		2023		Thru <mark>30-Se</mark>	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	T
Fotal Number Findings	0		1	100	0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	\square
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	1
Awards	0	0	0	0	0	0	0	0	0	0	0	1
Conversion to Full Time/Perm Status*	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	Т
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	-
Suspension	0	0	0	0	0	0	0	0	0	0	0	+
Removal	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	+
Duty Hours*	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	+
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	+
Harassment	0	0	0	0	0	0	10	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	+
Sexual Modical Examination							_				-	+
Medical Examination	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	+
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	_
Reassignment			-		-			-		-		
Denied	0	0	0	0	0	0	0	0	0	0	0	+
Directed	0	0	0	0	0	0	0	0	0	0	0	+
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	+
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	+
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	+
Retirement*	0	0	0	0	0	0	0	0	0	0	0	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	
Felework	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	
Ferms/Conditions of Employment*	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	
Fraining	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	
Findings After Hearing	0		1	100	0		0		0		0	
Appointment/Hire	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	
Awards	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	1
Disciplinary Action			1									-
Demotion	0	0	0	0	0	0	0	0	0	0	0	T
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	+
Suspension	0	0	0	0	0	0	0	0	0	0	0	+
Removal	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	+
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	+
	0	0	0	0	0	0	0	0	0	0	0	+
						0	0	0	0	0	0	+
Perf. Eval./ Appraisal				0	∩		1 0		10	U U	1 0	4
xamination/Test	0	0	0	0	0							
Examination/Test Harassment	0	0	0	-				0	0		0	
Examination/Test Harassment Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	_
Examination/Test Harassment Non-Sexual Sexual	0 0 0	0	0 0 0	0	0	0	0	0	0	0	0	╞
Examination/Test Harassment Non-Sexual Sexual Medical Examination	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0	0	0	0	0	0	
Examination/Test Harassment Non-Sexual Sexual Vedical Examination Pay including overtime	0 0 0 0 0	0 0 0 0 0	0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	
Examination/Test Harassment Non-Sexual Sexual Vedical Examination Pay including overtime Promotion/Non-Selection	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0	0	0 0 0	0	0 0 0	0	
Examination/Test Harassment Non-Sexual Sexual Vedical Examination Pay including overtime Promotion/Non-Selection Reassignment	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 1	0 0 0 0 100	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0 0	0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 1 0	0 0 0 100	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Vedical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 1 1	0 0 0 100	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0	0 0 0 100 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Vedical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability Reinstatement*	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0	0 0 0 100 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0 0 0	0 0 0 0 100 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Vedical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability Reinstatement*	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0	0 0 0 100 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability Relinstatement* Religious Accommodation	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0 0 0	0 0 0 0 100 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Directed Reasonable Accommodation Disability Reinstatement* Religious Accommodation Reatirement* Religious Accommodation Reatirement* Religious Accommodation Reatirement*	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 0 0 0 0 0 0 0 0 0 0	0 0 0 0 100 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Vedical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Directed Reasonable Accommodation Disability Reinstatement* Religious Accommodation Retirement*	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0	0 0 0 100 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability Relinstatement* Religious Accommodation Retirement* Sex-Stereotyping Felework Fermination	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
Examination/Test 4arassment Non-Sexual Sexual Vedical Examination Pay including overtime promotion/Non-Selection Reassignment Denied Directed Directed Reasonable Accommodation Disability Reinstatement* Religious Accommodation Extirement* Sex-Stereotyping Fermination Fermination Fermination	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 100 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability Relinstatement* Religious Accommodation Retirement* Sex-Stereotyping Felework Fermination	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 100 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0							

					Comparative Data							
		Previous Fiscal Year Data										
	20	019	2	020	2	2021 2022				2023	Thru 30-Sep	
Findings Without Hearing	#	%	#	%	#	%	#	%	#	%	#	%
	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/Perm Status*	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
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 Disciplinary Actions**	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												
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	10	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 Disability	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
	0	0	0	0	0	0	0	0	0		0	
Retirement*					0		_		0	0		0
Sex-Stereotyping	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
			Compa	rative Data		1						
		Pr	evious Fiscal Year	Data		2024						
						Thru						
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	30-Sep	_					
Total complaints from previous Fiscal Years	67	66	52	43	29	42	_					
Total Complainants	N/A	60	48	39	28	30	_					
Number complaints pending		1	1	1	1	1	_					
Investigation	35	23	13	16	10	10	_					
ROI issued, pending Complainant's action	N/A	6	2	3	3	1	_					
Hearing	24	31	28	16	15	16	_					
Final Agency Action	3	6	6	5	0	2						
Appeal with EEOC Office of Federal Operations	N/A	0	1	3	9	9						
			Compa	rative Data								
		Dr	avious Fiscal Voar	Data		2024						
		Previous Fiscal Year Data										
Complaint Investigations	2019	2020	2021	2022	2023	30-Sep						
Pending Complaints Where Investigations Exceed Required Time Frames	13	22	0	2	4	8						