



**NO FEAR ANNUAL REPORT TO CONGRESS
FISCAL YEAR 2025
COURT SERVICES AND OFFENDER SUPERVISION AGENCY**

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I. INTRODUCTION

Congress established the Court Services and Offender Supervision Agency for the District of Columbia (CSOSA) in the National Capital Revitalization and Self-Government Improvement Act of 1997. In that same Act, Congress established the Pretrial Services Agency of the District of Columbia (PSA) as an independent entity within CSOSA. For purposes of this report, CSOSA and PSA are collectively referred to as the “Agency.” The Agency was certified as an independent Executive branch agency in 2000 and remains committed to increasing public safety, preventing crime, promoting pretrial justice, enhancing community safety, reducing recidivism, and supporting the fair administration of justice in the District of Columbia.

The Agency is pleased to present its Annual Notification and Federal Employee Anti-Discrimination and Retaliation Act (No FEAR Act) Report to Congress for Fiscal Year (FY) 2025. This report summarizes the Agency’s activities aimed at ensuring accountability for anti-discrimination and whistleblower employment-related laws. This No FEAR Act Annual Report covers the timeframe from October 1, 2024, through September 30, 2025.

The No FEAR Act was signed into law by President George W. Bush on May 15, 2002, and became effective on October 1, 2003. The Act requires Federal agencies to be accountable for violations of anti-discrimination and whistleblower protection laws and to post on their websites certain statistical data relating to Federal sector Equal Employment Opportunity (EEO) complaints filed with the Agency. The No FEAR Act also requires that, no later than 180 days after the end of the fiscal year, Federal agencies submit an annual report 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 related to the Agency, and the Attorney General. Federal agencies are also mandated to submit the report to the U.S. Equal Employment Opportunity Commission (EEOC) and the Office of Personnel Management (OPM) pursuant to 5 C.F.R. § 724.302.

Under the No FEAR Act, Federal agencies must report:

- the number, status, and disposition of Federal District Court cases arising under the laws covered by the No FEAR Act;
- the amount of any reimbursements to the Judgment Fund;
- the number and types of disciplinary actions taken against employees related to discrimination, retaliation, or harassment, or the commission of a prohibited personnel practice;
- the policies implemented relating to appropriate disciplinary actions;
- the final year-end summary data related to the Agency’s EEO complaint activity for the fiscal year;
- an analysis of the data collected with respect to trends and causal analysis;
- actions planned or taken to improve the Agency’s complaint program; and
- the Agency’s No FEAR training plan.

Consistent with the mandates of this statute, the Agency posted its quarterly complaint statistics on its internal and external websites.

II. DATA

A. Civil Cases and Dispositions

Under Section 203(a)(1) of the No FEAR Act, Federal agencies are required to report the number of Federal District Court “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.” Further, Section 203(a)(2) requires agencies to report the status or dispositions of those cases. Pursuant to these reporting requirements, the Agency states that there were no new cases filed in Federal District Court in FY 2025, although there was one matter pending in Federal Court.

In that pending matter, the plaintiff filed a complaint in which she alleged discrimination on the basis of sex. (The basis is the protected characteristic a plaintiff contends motivated the allegedly discriminatory conduct.) The plaintiff alleged that she had been paid less than a male colleague for substantially equal work. (This is the issue, or the specific type of action for which the plaintiff is seeking redress.)

B. Judgment Fund Reimbursements

Section 203(a)(3) of the No FEAR Act mandates that agencies include in their reports the amount of money the Federal agencies were required to reimburse the Judgment Fund for payments covered by the Act and identify that amount of the reimbursements attributable to the payment of attorneys’ fees. The Act also requires that agencies report any budgetary adjustments required to comply with agencies’ obligations to reimburse the Judgment Fund under Section 203(a)(7)(8). As required by these mandates, the Agency reports that it was not required to reimburse the Judgment Fund any money in FY 2025.

C. Disciplinary Actions

Pursuant to Section 203(a)(4) of the No FEAR Act, Federal agencies must report “the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1)” of the Act. In FY 2025, the Agency 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 Act.

D. Disciplinary Policies

Section 203(a)(6) of the No FEAR Act requires Federal agencies to include in their annual report a detailed description of the policies implemented by the agencies related to disciplinary actions imposed against a Federal employee who discriminates against any individual in violation of the laws alleged under Section 201(a)(1) or (a)(2).

The Agency enforced its EEO and anti-discrimination policies and procedures to prevent discrimination and to notify employees of the consequences of engaging in discriminatory acts.

These policies set forth employee rights and responsibilities under EEO laws. These policies are periodically reviewed to ensure that they are current and are applied consistently and fairly.

The Agency has in place an EEO Policy and an Anti-Harassment Policy, both of which are accessible on the Agency's intranet and internet sites. The Agency also provides the substance of the EEO Policy as well as the Anti-Harassment Policy to employees at the time they join the Agency. Further, employees receive training on those policies and the Agency's EEO Program during the quarterly New Employee Orientation Program. In FY 2025, the Agency also conducted in-person supervisory training on its EEO and Anti-Harassment policies and its EEO program.

The EEO Policy sets forth the Agency's firm commitment to a workplace free of discrimination and harassment. It explains the EEO process, including how to initiate the process, the regulatory timeframes involved, and the various steps in the process.

The Anti-Harassment Policy reinforces the Agency's commitment to an environment free of harassment. It defines sexual harassment and sets forth the roles and responsibilities of the various offices.

III. FINAL YEAR-END DATA

Section 203(a)(5) of the No FEAR Act mandates that the report includes the Agency's final year-end data posted under Section 301(c)(1)(B) for each fiscal year. In addition, Section 301(c)(2) requires that Federal agencies include the data for each of the five (5) immediately preceding fiscal years. The Agency includes the final year-end data required under Section 301(b) in Appendix A.

IV. COMPLAINT DATA ANALYSIS

Pursuant to the No FEAR Act's Section 203(a)(7), Federal agencies must analyze the "information described under paragraphs (1) and (6) in conjunction with data provided to the Equal Employment Opportunity Commission [,]...including (A) an examination of trends; (B) causal analysis; (C) practical knowledge gained through experience; and (D) any actions planned or taken to improve complaint or civil rights programs of the agency." Below, the Agency sets forth its analysis in the respective areas.

A. Trends, Causal Analysis, and Practical Knowledge Gained

1. Pre-Complaints

The objective of the EEO pre-complaint process, whenever possible, is to seek resolution of the concerns raised by an applicant, employee, or former employee, otherwise known as the Aggrieved, to avoid the filing of a formal complaint. In most cases, the Aggrieved is offered the option to proceed with traditional EEO Counseling or participate in the Alternative Dispute Resolution (ADR) process.

If the Aggrieved elects to participate in the traditional EEO counseling process, the Aggrieved is assigned an EEO Counselor who has thirty (30) days to conduct an inquiry into the allegations by interviewing the Aggrieved, Management Representatives, and any witnesses. The Responsible Management Officials (RMO) are presented with the Aggrieved's request for relief to reach a resolution. The 30-day timeframe can be extended up to an additional sixty (60) days with the approval of the Aggrieved. If no resolution is reached, the EEO Counselor will conduct a final interview with the Aggrieved and provide a Notice of Right to File a Formal EEO Complaint. The Aggrieved has fifteen (15) days after receipt of the Notice to File a Formal Complaint.

If the Aggrieved elects to participate in the ADR process in lieu of traditional EEO counseling, the pre-complaint is forwarded to the Agency's Director of ADR for processing. The ADR Office has up to ninety (90) days to attempt to obtain a resolution. If no resolution is reached, the pre-complaint is returned to the EEO Office, and the EEO Counselor will conduct a final interview and provide the Aggrieved with a Right to File Notice. Again, the Aggrieved has fifteen (15) days after receipt of the Notice to File a Formal Complaint.

From October 1, 2024, through September 30, 2025, the Agency received seventy-two (72) pre-complaint contacts from sixty-seven (67) individuals. A pre-complaint contact occurs when an individual initially contacts the EEO Office or an EEO Counselor about a particular concern.

In FY 2025, forty-seven (47) of these contacts involved forty-seven (47) individuals whose concerns fell outside of the jurisdiction of the Agency's EEO Office because those individuals were not former employees, current employees, or applicants for employment with the Agency. The remaining twenty-five (25) contacts were made by nineteen (19) individuals whose concerns were within the purview of the Agency's EEO Office. Of these nineteen (19) individuals, five (5) contacted the EEO Office on multiple occasions about different concerns. Four (4) individuals contacted the EEO Office twice about two (2) separate concerns, and one (1) of those individuals contacted the EEO Office three (3) times about three (3) separate concerns. Of the five (5) individuals, one (1) chose not to file a pre-complaint; two (2) individuals opted to file only one (1) pre-complaint each; and one (1) individual filed two (2) pre-complaints.

During FY 2025, sixteen (16) individuals, or Aggrieveds, filed a total of twenty (20) pre-complaints. Fourteen (14) of these pre-complaints had completed the counseling process by the end of FY 2025. In eight (8) of these fourteen (14) pre-complaints, the Aggrieveds elected traditional counseling and declined to participate in the ADR process.

2. Alternate Dispute Resolution

In six (6) of fourteen (14) pre-complaints completed in FY 2025, the Aggrieveds elected to participate in the ADR process in lieu of traditional EEO counseling. Unfortunately, none of those six (6) pre-complaints were successfully resolved through the ADR process.

In FY 2025, the ADR participation rate for pre-complaints dropped to approximately 43%, which is down from the ADR participation rate of 48% in FY 2024, 68% in FY 2023, and 82% in FY

2022. The decreased participation rate is largely attributable to the fact that, in the majority of the pre-complaints in which the ADR was declined, the Aggrieveds had previously participated in the ADR process without successfully resolving their pre-complaints.

The Agency remains committed to promoting the use of ADR, when appropriate, to address concerns that may give rise to EEO complaints and to encourage greater participation in the ADR process. To that end, the Agency implemented several strategies in 2025 designed to improve ADR participation rates.

Throughout the fiscal year, the ADR Office continued its efforts to educate employees, union leadership, and management officials about the ways the ADR process works, its possible outcomes, and its benefits. The ADR Office educated new employees about the ADR process during New Employee Orientation. In addition, the ADR Office conducted extensive outreach by visiting each Agency location to discuss the ADR process and its benefits with employees and management.

In FY 2025, the ADR Office expanded its training for management officials by offering more intensive training on the benefits of the ADR process, management's role in the ADR process, and the preparation necessary to engage in the process meaningfully. The ADR Office concluded the year by conducting in-person supervisory training designed to address the most frequently asked questions management officials had about the ADR process and to reinforce the practical value of the process.

The ADR Office also experienced a substantial increase in requests for team-building exercises in FY 2025. In response, the ADR Office developed and facilitated exercises aimed not only at assisting teams experiencing prolonged conflict with having difficult conversations, but also at fostering an awareness of how misunderstanding and miscommunication often contribute to conflict. The ADR Office further assisted managers with understanding their role in de-escalating conflict as it arises.

To enhance Agency-wide understanding of ADR, the ADR Office developed more educational materials, including podcasts and an informational sheet. These materials assisted with addressing the concerns of individuals whose prior ADR experience may not have felt productive, and answering commonly asked questions about the ADR process.

3. Complaint

a. New Complaints

If a resolution cannot be reached in the pre-complaint process, the EEO Counselor will conduct a final interview with the Aggrieved and provide the Aggrieved with a Notice of Right to File a Formal EEO Complaint. The Aggrieved then has fifteen (15) days after receipt of the Notice to file a formal complaint. If Aggrieved files a formal complaint, the Aggrieved is then referred to as the Complainant.

Although fourteen (14) of the pre-complaints were completed in FY 2025, only nine (9) formal complaints were filed by nine (9) of the Aggrieveds, now referred to as Complainants, in FY 2025. In addition, two (2) other Complainants who began the pre-complaint process in FY 2024 filed formal complaints in FY 2025. Thus, there were a total of eleven (11) new complaints filed by eleven (11) individuals in FY 2025.

In FY 2025, the Agency experienced a decrease in the number of new complaints as compared to the prior fiscal year. The number of new complaints went from eighteen (18) in FY 2024 to eleven (11) in FY 2025. In the tables below, the Agency sets forth the most commonly alleged bases and issues raised in the complaints filed in FY 2025. The bases are the protected characteristic the Complainant alleges motivated the allegedly discriminatory conduct. The issue is the specific type of action(s) or incident(s) for which the Complainant is seeking redress. The Complainant may allege more than one basis for discrimination and/or more than one issue in the complaint. Thus, the total number of bases and/or issues alleged may exceed the number of complaints filed.

In FY 2025, reprisal was the most frequently alleged basis for discrimination as it was cited in six (6) of the eleven (11) cases filed by Complainants. Sex was the second most frequently alleged basis with it being alleged in five (5) cases. Race and disability were tied for the third most frequently alleged basis as they were each alleged in four (4) cases. Color was alleged to be a basis in three (3) complaints, making it the fourth most cited basis.

In FY 2025, the number of complaints alleging reprisal, sex, and disability as a basis decreased slightly from FY 2024. The number of complaints citing reprisal as a basis decreased from eight (8) in FY 2024 to six (6) in FY 2025. In FY 2024, six (6) complaints alleged sex as a basis, while sex was alleged in five (5) complaints in FY 2025. In addition, in FY 2025, disability as a basis was alleged in four (4) complaints, whereas it was alleged in five (5) complaints in FY 2024.

By contrast, the number of FY 2025 complaints as the basis for alleged discriminatory conduct increased significantly. In FY 2024, color was alleged in one (1) complaint, while in FY 2025, color was alleged in three (3) complaints.

In FY 2025, the most frequently cited issue was harassment (non-sexual), which was alleged in eight (8) cases. Similarly, harassment was also the most frequently cited issue in FY 2024, having been cited in eight (8) cases as well.

In FY 2025, there was no change in the number of complaints alleging reasonable accommodation and promotion/no-selection as issues. Reasonable accommodation was cited in two (2) complaints in both FY 2024 and FY 2025. Promotion/non-selection was cited as an issue in one (1) complaint in each fiscal year.

In FY 2025, there were no complaints alleging the issues of assignment of duties, demotion, duty hours, evaluation/appraisal, or time and attendance. All of those issues were alleged at least once in complaints in FY 2024.

After reviewing the complaints data, it is clear that the Agency must continue to focus training in the area of reprisal and sex. Not only is reprisal one of the most frequently identified bases in FY 2025, but it has been one of the most frequent bases alleged since FY 2014. Sex has also been frequently alleged as a basis over the last decade. Harassment continues to remain among the most frequently alleged issues since 2014, which demonstrates the Agency’s continuing need to train in this area as well. To that end, the Agency intends to continue conducting training focusing on reprisal, sex discrimination, and harassment.

Most Frequently Cited Bases

FY 2025 (11 complaints)	FY 2024 (18 complaints)
Reprisal – 54.5% (6 of 11 complaints)	Reprisal – 44.4% (8 of 18 complaints)
Sex – 45.45% (5 of 11 complaints)	Sex – 33.3% (6 of 18 complaints)
Disability– 36.4% (4 of 11 complaints)	Disability – 27.8% (5 of 18 complaints)
Race – 36.4% (4 of 11 complaints)	Race – 22.2% (4 of 18 complaints)

Most Frequently Cited Issues

FY 2025 (11 complaints)	FY 2024 (18 complaints)
Harassment (Non-Sexual) – 72.7% (8 of 11 complaints)	Harassment (Non-Sexual) – 44.4% (8 of 18 complaints)
Reasonable Accommodation – 18.2% (2 of 11 complaints)	Duty Hours – 11.1% (2 of 18 complaints)
Promotion/Non-Selection – 9.1% (1 of 11 complaints)	Evaluation/Appraisal and Reasonable Accommodation – 11.1% (2 of 18 complaints)

The chart below indicates the number of complaints filed in FY 2025, separated by the organizational units in which the complaints arose. The Agency will use this information to prioritize these units for training.

Volume of New Complaint Activity

CSOSA Organizational Unit	Number of Complaints
Office of Community Supervision & Intervention Services (OCSIS)	6
Office of Information Technology	1
Office of Research and Evaluation	1
PSA Organizational Unit	Number of Complaints
	3

b. Investigations

Once the Agency accepts a complaint, it must conduct an impartial and thorough investigation and prepare the factual Record of Investigation (ROI) upon which a factfinder can make a determination on the merits of the complaint and draw a conclusion as to whether discrimination

occurred. The Agency has 180 days to conduct its investigation. The 180-day timeframe can be extended by up to 90 days with the approval of the Complainant. Complainants also may seek to amend their complaints to add other like or related allegations. Doing so can extend the timeframe for the investigation. However, the investigation must be completed within 180 days of the last amendment of the complaint, but no more than 360 days after the original complaint was filed.

If the Agency dismisses a complaint, the Complainant can appeal the dismissal to the EEOC's Office of Operations (OFO). The EEOC's OFO has the authority to overturn the dismissal and to remand the complaint to the Agency for investigation, at which time the Agency has 150 days to complete the investigation.

The Agency began investigations for the eleven (11) formal complaints filed in FY 2025. The Agency dismissed two FY 2024 complaints for procedural reasons at the beginning of FY 2025 and continued investigations for five (5) complaints that had been filed in FY 2024.

By the end of FY 2025, the Agency had completed investigations and issued ROIs in nine (9) complaints. The completed investigations included investigations for four (4) complaints that were filed in FY 2025 and the five (5) complaints that were filed in FY 2024. All of the investigations were completed timely, although the average time frame for an investigation was 224.93 days. Those investigations that exceeded 180 days were due to amendments to complaints and complainant-approved extensions.

4. Post-Investigation Activity

At the end of FY 2025, five (5) complaints were awaiting a hearing before the EEOC. Two (2) of the complaints had been filed in FY 2023, although the hearing requests for those complaints were filed in FY 2024. The remaining three (3) complaints had been filed in FY 2024. There was a hearing request filed in one (1) of the three (3) FY 2024 complaints in FY 2024, while the hearing requests for the remaining two (2) FY 2024 complaints were filed in FY 2025.

At the end of FY 2025, one (1) complaint was pending appeal with the EEOC's Office of Federal Operations. That complaint had been filed in FY 2022. The appeal was filed in FY 2024.

B. Actions Planned or Taken to Improve Agency's EEO Complaint Program/No FEAR Act Training Plan

During FY 2025, the Agency employed the following actions aimed at improving the Agency's EEO complaint program. Those actions included:

- using technology to provide web-based EEO and No FEAR Act training to ensure employees received such training on a biennial basis and to ensure new employees received such training within 90 days of their arrival at the Agency;
- supplementing web-based EEO and No FEAR training with specific training;
- utilizing collateral duty EEO Counselors to increase awareness of the Agency's EEO and ADR programs in their respective organizational units;

- publicizing the ADR process;
- using the exit interview process for departing employees; and
- providing specialized training to new supervisors on their roles and responsibilities as management officials named in an EEO complaint.

In FY 2026, the Agency plans to take the following actions:

- continue using technology to provide web-based EEO and No FEAR Act training to ensure employees receive such training on a biennial basis and to ensure new employees receive such training within 90 days of their arrival at the Agency;
- continue supplementing web-based EEO and No FEAR training with topic-specific training;
- continue providing education on the ADR policy and process;
- provide education to managers and supervisors about their roles and responsibilities as management officials named in an EEO complaint, including preserving records, answering interview questionnaires, and timely submitting requested information;
- continue to improve the timeliness of complaints processing and investigations;
- continue to offer exit interview opportunities for departing employees; and
- continue to recruit and appoint new Collateral EEO Counselors.

**Appendix A
EEO Data for FY 2025 and Preceding Five (5) Years**

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data Comparative Data (29 CFR 614.7)					2025 through 30-Sept
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	
Number of Complaints Filed	7	8	5	13	18	11
Number of Complainants	6	6	5	11	17	11
Repeat Filers	1	2	0	2	1	0
Complaints By Basis	Comparative Data					2025 Thru 30-Sep
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2020	2021	2022	2023	2024	
Race	4	7	1	6	4	4
Color	3	3	1	4	1	3
Religion	1	0	0	1	1	0
Reprisal	4	6	4	7	8	6
Sex	4	7	1	8	6	5
PDA	0	0	1	0	0	0
National Origin	1	0	0	0	1	1
Equal Pay Act	0	0	0	0	0	0
Age	1	0	3	7	0	1
Disability	3	5	1	2	5	4
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints By Issue	Comparative Data					

	Previous Fiscal Year Data					2025 Thru 30-Sep
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2020	2021	2022	2023	2024	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	3	1	0	1	1	0
Awards	0	1	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	2	0	0	0	0	0
Suspension	1	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	1	0	0	0
Duty Hours	0	0	0	0	2	0
Evaluation/Appraisal	1	1	3	2	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-sexual	4	6	4	3	8	8
Sexual	0	1	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	2	0	0	1	0	0
Promotion/Non-Selection	3	2	0	1	1	1
Reassignment						
Denied	1	1	1	1	0	0
Directed	2	0	0	2	0	0
Reasonable Accommodation	1	0	1	0	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	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	1	0	0
Terms & Conditions of Employment	2	2	3	1	0	0
Time & Attendance	1	0	0	3	1	0
Training	0	0	1	3	0	0
Other	0	2	1	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 30-Sep
	2020	2021	2022	2023	2024	

Complaints pending during fiscal year						
Average number of days in investigation	245.82	190.88	204.00	173.43	199.93	224.43
Average number of days in final action	232.50	34.00	43.50	54.50	44.00	21.40

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	234.57	173.20	197.25	172.80	200.00	257.00
Average number of days in final action	290.76	2.00	34.00	0.00	1.00	1.00

Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	239.00	220.33	231.00	175.00	199.88	181.00
Average number of days in final action	58.00	55.67	53.00	54.50	58.33	52.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 30-Sep
	2020	2021	2022	2023	2024	
Total Complaints Dismissed by Agency	1	2	0	0	0	2
Average days prior to dismissal	12	24	0	0	0	192
Complaints Withdrawn by Complainants						

Total Complaints Withdrawn by Complainants	1	0	0	0	2	0
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Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 30-Sep	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered By Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 30-Sep	
	2020		2021		2022		2023		2024			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
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
Genetics	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
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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
Genetics	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

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
Genetics	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
Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 30-Sep	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
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
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												
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												
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
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 – User Define												
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/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
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												
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												
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
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												
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 – User Define												
Findings Without 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/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
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												
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												
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
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 – User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 30-Sep	
	2020	2021	2022	2023	2024							
Total complaints from previous Fiscal Years	21	11	6	2	3						7	
Total Complainants	19	10	5	2	3						6	
Number complaints pending												
Investigation	1	0	0	0	0						0	
ROI issued, pending Complainant’s action	0	0	0	0	0						0	
Hearing	19	9	4	2	2						7	
Final Agency Action	0	0	0	0	0						0	
Appeal with EEOC Office of Federal Operations	2	4	3	1	2						1	
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 30-Sep	
	2020	2021	2022	2023	2024							

Pending Complaints Where Investigations Exceed Required Time Frames	8	0	0	0	0	0
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