#### **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 your local union representative. If you believe that you have been the victim of unlawful discrimination on the basis of age, you must either contact an AAFES EEO Counselor as noted above or give notice of intent to sue to the Equal Employment Opportunity Commission (EEOC) within 180 calendar days of the alleged discriminatory action.

#### **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 the EEOC Web site--http://www.eeoc.gov.

# **Existing Rights Unchanged**

Pursuant to section 205 of the No FEAR Act, neither the Act nor this notice creates, expands, or 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 Employment Opportunity Data Posted Pursuant to the No Fear Act:

# **Army & Air Force Exchange Service (AAFES)**

For 2024 for period ending September 30, 2024

	Comparative Data								
	Previous Fiscal Year Data								
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			
Repeat Filers	0	0	0	2	1	2			
			Compara	ative Data	•				
Complaints by Basis	Previous Fiscal Year Data								
Note: Complaints can be filed alleging multiple bases.						Thru 30-Sep			
The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023				
Race	40	24	14	31	45	13			
Color	27	21	8	12	20	2			
Religion	6	4	2	8	6	2			
National Origin	19	14	5	18	18	4			
Sex (including complaints filed under Equal Pay Act)	25	20	11	31	27	8			
Disability	39	23	16	24	47	11			
Age	33	18	6	30	26	7			
Reprisal	52	29	15	38	48	16			
			Compar	ative Data					
	·								
Complaints by Issue	Previous Fiscal Year Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total									
omplaints filed.						30-Sep			
	2019	2020	2021	2022	2023				
Appointment/Hire	5	0	1	3	2	0			
Awards	2	2	2	4	3	0			
Disciplinary Action				4					
Fotals:	37	22	9	18	29	17			
Demotion	3	1	1	3	2	0			
Suspension	5	4	0	4	6	2			
Removal	3	6	1	2	1	2			
Disciplinary Warning	20	8	6	9	23	13			
Evaluation/ Appraisal	18	11	4	10	17	2			
Examination/Test	0	0	0	0	0	0			
Harassment									
Fotals:	48	34	18	42	46	19			
Non-Sexual	46	31	13	40	42	19			
Sexual	2	3	5	2	42	0			
Medical Examination	1	0	0	0	2	0			
Pay including overtime	4	5	4	12	10	1			
Promotion/Non-Selection	18	7	6	15	16	3			
Reassignment	12	9	2	8	4	2			
-	5	5	3	16	14	1			
Reasonable Accommodation		0		3	14	0			
Religious Accommodation	0		0		0	0			
Sex-Stereotyping	0	6	0	0	0	0			
Telework	29	10	7		32				
Termination	10	10	7	33 10	32 11	6 4			
Time and Attendance		<del></del>			1				
Training	4	3	2	8	7	1			

	Comparative Data											
	Previous Fiscal Year Data					2024						
		Pr	evious Fiscal Year L	Data		Thru						
Processing Time	2019	2020	2021	2022	2023	30-Sep						
Complaints pending during fiscal year	1		T		T		4					
Average number of days in investigation	97.54	75.91	82.54 545.67	134	114.20	125.4 22	-					
Average number of days in final action	296.33	306.67		523.80 ative Data	0	22	-					
	·						┨					
		Pre	evious Fiscal Year D	Data		2024 Thru						
Complaints Dismissed by Agency	2019	2020	2021	2022	2023	30-Sep						
Total Complaints Dismissed by Agency	6	7	5	10	15	8	4					
Average days pending prior to dismissal	47.17	161.86	126	847	67.27	34	4					
Total Complaints Withdrawn by Complainants	Withdrawn by Com	apiainants 3	3	2	2	3	-					
Total complaints withurawn by complainants	1 3				omparative Data							
	Previous Fiscal Year Data								024			
			1									'hru
Tablified Assess Asia - Finding Production		019		020		021	_	022	_	2023		)-Sep
Total Final Agency Actions Finding Discrimination  Total Number Findings	0	%	1	% 100	0	%	0	%	0	%	# 0	%
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	0	0	0	0	0	0	0	0
					omparative Data	-						
				Previous Fisca	l Vear Data							024
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data									Thru		
Note: Complaints can be filed alleging multiple bases.		019		020	1	)21		022	_	2023		)-Sep
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1 1	100 33.33	0	0	0		0		0	
Race Color	0	0	0	33.33	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	0	1 1	100 33.33	0	0	0	0	0		0	0
Race Color	0	0	0	33.33	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 Hossing	0		0		0		T 0 T		ΙοΙ		0 1	
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

Starting in FY2022, issues marked with:

 $<sup>\</sup>ensuremath{^*}$  are reported under Other Terms / Conditions of Employment.

<sup>\*\*</sup> are reported under Other Disciplinary Actions.

	Comparative Data											
					Previous Fiscal Year Data							
	20	2019 2020 2021 2022 202							Thru 30-Sep			
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%   %	# %	# %	# %			
otal Number Findings	0		1	100	0		0	0	0			
Appointment/Hire	0	0	0	0	0	0	0 0	0 0	0 0			
ssignment of Duties*	0	0	0	0	0	0	0 0	0 0	0 0			
Nwards Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0 0	0 0	0 0			
Disciplinary Action							1010	1010	1 0 1 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 Disciplinary Actions**	0	0	0	0	0	0	0 0	0 0	0 0			
Outy Hours*	0	0	0	0	0	0	0 0	0 0	0 0			
Perf. Eval./ Appraisal Examination/Test	0	0	0	0	0	0	0 0	0 0	0 0			
larassment	U	0	0	U	0	1 0	0   0	1010				
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	1	100	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			
leinstatement*	0	0	0	0	0	0	0 0	0 0	0 0			
teligious Accommodation	0	0	0	0	0	0	0 0	0 0	0 0			
letirement*	0	0	0	0	0	0	0 0	0 0	0 0			
ex-Stereotyping elework	0	0	0	0	0	0	0 0	0 0	0 0			
erework	0	0	0	0	0	0	0 0	0 0	0 0			
erms/Conditions of Employment*	0	0	0	0	0	0	0 0	0 0	0 0			
ime and Attendance	0	0	0	0	0	0	0 0	0 0	0 0			
raining	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			
Findings After Hearing	0		1	100	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			
Outy 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			
err Evan, Appraisar			0	0	0	0	0 0	0 0	0 0			
xamination/Test	0	0	U U									
examination/Test Harassment	0											
xamination/Test Harassment Non-Sexual	0	0	0	0	0	0	0 0	0 0	0 0			
xamination/Test Iarassment Non-Sexual Sexual	0 0 0	0 0	0	0 0	0 0	0	0 0	0 0	0 0			
xamination/Test larassment Non-Sexual Sexual #detical Examination	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0	0 0	0 0	0 0			
examination/Test  Alarassment  Non-Sexual  Sexual  Medical 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			
xamination/Test larassment Non-Sexual Sexual Medical Examination ay including overtime tromotion/Non-Selection	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0	0 0	0 0	0 0			
xamination/Test larassment Non-Sexual Sexual Aledical Examination lay including overtime romotion/Non-Selection leassignment	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 1	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			
xamination/Test larassment Non-Sexual Sexual Medical Examination ay including overtime romotion/Non-Selection teassignment Denied	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 1	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			
xamination/Test larassment Non-Sexual Sexual //edical Examination lay including overtime romotion/Non-Selection teassignment Denied Directed	0 0 0 0 0 0	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 0 100	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			
examination/Test  larassment  Non-Sexual  Sexual  Medical Examination  alog including overtime  fromotion/Non-Selection  leassignment  Denied  Directed  leasonable Accommodation Disability	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 1	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			
xamination/Test larassment Non-Sexual Sexual Medical Examination lay including overtime romotion/Non-Selection leassignment Denied Directed leasonable Accommodation Disability leinstatement*	0 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 0 0 0 0	0 0 0 0 0 0 0 0 0 0			
examination/Test  larassment  Non-Sexual  Sexual  Medical Examination  Pay including overtime  Promotion/Non-Selection  Reassignment  Denied  Directed  Reasonable Accommodation Disability  Religious Accommodation	0 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 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
xamination/Test larassment 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 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 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 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 larassment Non-Sexual Sexual Medical Examination Pay including overtime Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Disability Religious Accommodation Retirement*	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 1	0 0 0 0 100	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			
examination/Test  larassment  Non-Sexual  Sexual  Medical Examination  Pay including overtime  Promotion/Non-Selection  Reassignment  Denied  Directed  Reasonable Accommodation Disability  Religious Accommodation  Retirement*  Reseasted  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Retirement*  Reseasted  Retirement*  Reseasted  Retirement*  Reseasted  Research  Retirement*  Reseasted  Research  Retirement*  Research  Research  Retirement*  Research  Retirement*  Research  Retirement*  Research  Retirement*  Retirement*  Research  Retirement*  Research  Retirement*  Research  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 1 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 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 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  larassment  Non-Sexual  Sexual  Adedical Examination  ady including overtime  formotion/Non-Selection  leassignment  Denied  Directed  Reasonable Accommodation Disability  leteinstatement*  leteijous Accommodation  leteirement*  leteirement*  leteiremination  letework  letermination  let	0 0 0 0 0 0 0 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 0 100 100 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			
examination/Test  larassment  Non-Sexual  Sexual  Medical Examination  Pay including overtime  Promotion/Non-Selection  Reassignment  Denied  Directed  Reasonable Accommodation Disability  Religious Accommodation  Retirement*  Reseasted  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Retirement*  Reseasted  Reseasted  Retirement*  Reseasted  Retirement*  Reseasted  Retirement*  Reseasted  Research  Retirement*  Reseasted  Research  Retirement*  Research  Research  Retirement*  Research  Retirement*  Research  Retirement*  Research  Retirement*  Retirement*  Research  Retirement*  Research  Retirement*  Research  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 1 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 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 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												024		
		Previous Fiscal Year Data										Thru		
					2022				2023		)-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 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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0		
		Comparative Data												
		Dr	evious Fiscal Year I	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							4							
Investigation	35	23	13	16	10	10	4							
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	ative Data	9	9	_							
			4											
		2024												
			evious Fiscal Year I			Thru								
Complaint Investigations	2019	2020	2021	2022	2023	30-Sep								
Pending Complaints Where Investigations Exceed Required Time Frames	13	22	0	2	4	8								