Federal Mediation and Conciliation Service (FMCS)
FY26 Quarterly Data Posted Pursuant to
Title III of the No FEAR Act, Pub. L. 107-174

Complaint Activity	Comparative Data Previous Fiscal Year Data					Q1 2026	Q2 2026	Q3 2026	Q4 2026
	2021	2022	2023	2024	2025				
Number of Complaints Filed	1	2	4	1	2	0			
Number of Complainants	1	2	4	1	2	0			
Repeat Filers	0	0	1	0	1	0			

Complaints by Basis	Comparative Data Previous Fiscal Year Data					Q1 2026	Q2 2026	Q3 2026	Q4 2026
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2021	2022	2023	2024	2025				
Race	1	2	3	1	0	0			
Color	0	1	2	1	0	0			
Religion	0	0	2	0	0	0			
Reprisal	0	1	2	1	0	0			
Sex	1	0	2	0	1	0			
Equal Pay Act	0	0	0	0	0	0			
National Origin	0	1	0	0	0	0			
Age	0	1	3	0	1	0			
Disability	0	0	1	0	0	0			
Non-EEO basis	0	0	0	0	0	0			

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Complaints by Issue	**Comparative Data Previous Fiscal Years**					**Q1 2026**	**Q2 2026**	**Q3 2026**	**Q4 2026**
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	**2021**	**2022**	**2023**	**2024**	**2025**				
Appointment/Hire	0	0	0	0	0	0			
Assignment of Duties	0	0	0	0	0	0			
Awards	0	0	0	0	0	0			
Conversion to Full-Time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	0	0	2	0	0	0			
Reprimand	0	0	1	0	0	0			
Removal	0	0	1	0	1	1			
Suspension	0	0	0	0	0	0			
Other	0	0	0	1	0	0			
Duty Hours	0	0	0	0	0	0			
Evaluation / Appraisal	0	1	0	0	0	0			
Examination / Test	0	0	0	0	0	0			
Harassment									
Non-Sexual	2	2	0	0	2	1			
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	0	1	3	0	0	0			
Reassignment									
Denied	0	0	0	0	0	0			
Directed	0	0	0	0	0	0			
Reasonable Accommodation	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Termination	0	0	0	0	0	0			
Terms / Conditions of Employment	0	0	0	0	0	0			
Time and Attendance	0	0	0	0	0	0			
Training	0	0	0	0	2	1			
Other	0	0	1	0	0	0			

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Processing Time	Comparative Data Previous Fiscal Year Data					Q1 2026	Q2 2026	Q3 2026	Q4 2026
	2021	2022	2023	2024	2025				
Complaints Pending (for any length of time) during fiscal year									
Average Number of Days in Investigative Stage	0	0	137	113	200	0			
Average Number of Days in Final Action Stage	0	0	0	0	0	0			
Complaints Pending (for any length of time) during fiscal year when hearing was not requested.									
Average Number of Days in Investigative Stage	0	0	0	0	0	0			
Average Number of Days in Final Action Stage	0	0	0	0	0	0			

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					Q1 2026	Q2 2026	Q3 2026	Q4 2026
	2021	2022	2023	2024	2025				
Total Complaints Dismissed by Agency	0	0	0	0	0	0			
Average days pending prior to dismissal	0	0	0	0	0	0			
Complaints Withdrawn by Complainants									
Total Complaints Withdrawn by Complainants	0	0	0	2 (informal stage)	1 (informal stage)	0			

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data					Q1 2026	Q2 2026	Q3 2026	Q4 2026
	2021	2022	2023	2024	2025				
	# %	# %	# %	# %	# %	# %	# %	# %	# %
Total Number Findings	0	0	0	0	0	0			
Without Hearing	0	0	0	0	0	0			
With Hearing	0	0	0	0	0	0			

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Findings of Discrimination Rendered by Basis	**Comparative Data Previous Fiscal Year Data**					**Q1 2026**	**Q2 2026**	**Q3 2026**	**Q4 2026**
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	**2021**	**2022**	**2023**	**2024**	**2025**				
	# %	**# %**	**# %**	**# %**	**# %**	**# %**	**#%**	**#%**	**#%**
Total Number of Findings	0	0	0	0	0	0			
Race	0	0	0	0	0	0			
Color	0	0	0	0	0	0			
Religion	0	0	0	0	0	0			
Reprisal	0	0	0	0	0	0			
Sex	0	0	0	0	0	0			
National Origin	0	0	0	0	0	0			
Age	0	0	0	0	0	0			
Disability	0	0	0	0	0	0			
Genetic Information	0	0	0	0	0	0			
Non-EEO	0	0	0	0	0	0			
Findings After Hearing	0	0	0	0	0	0			
Race	0	0	0	0	0	0			
Color	0	0	0	0	0	0			
Religion	0	0	0	0	0	0			
Reprisal	0	0	0	0	0	0			
Sex	0	0	0	0	0	0			
National Origin	0	0	0	0	0	0			
Equal Pay Act	0	0	0	0	0	0			
Age	0	0	0	0	0	0			
Disability	0	0	0	0	0	0			
Genetic Information	0	0	0	0	0	0			
Non-EEO	0	0	0	0	0	0			
Findings Without Hearing	0	0	0	0	0	0			
Race	0	0	0	0	0	0			
Color	0	0	0	0	0	0			
Religion	0	0	0	0	0	0			
Reprisal	0	0	0	0	0	0			
Sex	0	0	0	0	0	0			
National Origin	0	0	0	0	0	0			
Equal Pay Act	0	0	0	0	0	0			
Age	0	0	0	0	0	0			
Disability	0	0	0	0	0	0			
Genetic Information	0	0	0	0	0	0			
Non-EEO	0	0	0	0	0	0			

Federal Mediation and Conciliation Service (FMCS)
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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data					Q1 2026	Q2 2026	Q3 2026	Q4 2026
	2021	2022	2023	2024	2025				
	# %	# %	# %	# %	# %	# %	#%	#%	#%
Total Number of Findings	0	0	0	0	0	0			
Appointment/Hire	0	0	0	0	0	0			
Assignment of Duties	0	0	0	0	0	0			
Awards	0	0	0	0	0	0			
Conversion to Full-Time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	0	0	0	0	0	0			
Reprimand	0	0	0	0	0	0			
Suspension	0	0	0	0	0	0			
Removal	0	0	0	0	0	0			
Other	0	0	0	0	0	0			
Duty Hours	0	0	0	0	0	0			
Evaluation / Appraisal	0	0	0	0	0	0			
Examination / Test	0	0	0	0	0	0			
Harassment									
Non-Sexual	0	0	0	0	0	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	0	0	0	0	0	0			
Reassignment									
Denied	0	0	0	0	0	0			
Directed	0	0	0	0	0	0			
Reasonable Accommodation	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Termination	0	0	0	0	0	0			
Terms / Conditions of Employment	0	0	0	0	0	0			
Time and Attendance	0	0	0	0	0	0			
Training	0	0	0	0	0	0			
Other	0	0	0	0	0	0			
Findings After Hearing	0	0	0	0	0	0			
Appointment/Hire	0	0	0	0	0	0			
Assignment of Duties	0	0	0	0	0	0			
Awards	0	0	0	0	0	0			
Conversion to Full-Time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	0	0	0	0	0	0			
Reprimand	0	0	0	0	0	0			
Suspension	0	0	0	0	0	0			
Removal	0	0	0	0	0	0			
Other	0	0	0	0	0	0			

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Duty Hours	0	0	0	0	0	0			
Evaluation / Appraisal	0	0	0	0	0	0			
Examination / Test	0	0	0	0	0	0			
Harassment									
Non-Sexual	0	0	0	0	0	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	0	0	0	0	0	0			
Reassignment									
Denied	0	0	0	0	0	0			
Directed	0	0	0	0	0	0			
Reasonable Accommodation	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Termination	0	0	0	0	0	0			
Terms / Conditions of Employment	0	0	0	0	0	0			
Time and Attendance	0	0	0	0	0	0			
Training	0	0	0	0	0	0			
Other	0	0	0	0	0	0			
Findings Without Hearing	0	0	0	0	0	0			
Appointment/Hire	0	0	0	0	0	0			
Assignment of Duties	0	0	0	0	0	0			
Awards	0	0	0	0	0	0			
Conversion to Full-Time	0	0	0	0	0	0			
Disciplinary Action									
Demotion	0	0	0	0	0	0			
Reprimand	0	0	0	0	0	0			
Suspension	0	0	0	0	0	0			
Removal	0	0	0	0	0	0			
Other	0	0	0	0	0	0			
Duty Hours	0	0	0	0	0	0			
Evaluation / Appraisal	0	0	0	0	0	0			
Examination / Test	0	0	0	0	0	0			
Harassment									
Non-Sexual	0	0	0	0	0	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	0	0	0	0	0	0			
Reassignment									
Denied	0	0	0	0	0	0			

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Directed	0	0	0	0	0	0			
Reasonable Accommodation	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Termination	0	0	0	0	0	0			
Terms / Conditions of Employment	0	0	0	0	0	0			
Time and Attendance	0	0	0	0	0	0			
Training	0	0	0	0	0	0			
Other	0	0	0	0	0	0			

Pending Complaints Filed in Previous Fiscal Years by Status	**Comparative Data Previous Fiscal Years**					**Q1 2026**	**Q2 2026**	**Q3 2026**	**Q4 2026**
	2021	**2022**	**2023**	**2024**	**2025**				
Total complaints from previous fiscal years	5	2	4	3	0	1			
Total Complaints	5	2	4	3	1	1			
Number complaints pending	4	1	4	3	1	1			
Investigation	2	1	3	0	1	0			
Hearing	2	0	4	3	0	0			
Final Action	0	0	0	0	0	0			
Appeal with EEOC	0	0	2	0	0	1			

Complaint Investigations	**Comparative Data Previous Fiscal Years**					**Q1 2026**	**Q2 2026**	**Q3 2026**	**Q4 2026**
	2021	**2022**	**2023**	**2024**	**2025**				
Pending Completion Where Investigation Exceeds Time Frames	1	0	0	0	0	0			