

No FEAR Act Report

FEDERAL MEDIATION AND CONCILIATION SERVICE

FY2025



ONE INDEPENDENCE SQUARE

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20462

WWW.FMCS.GOV

I. EXECUTIVE SUMMARY

The Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (“No FEAR Act”), Public Law 107-175, aims to reduce the incidents of workplace discrimination within the federal government by holding agencies and departments publicly accountable for violations of Antidiscrimination and Whistleblower Protection laws. The No FEAR Act requires each federal agency submit to certain Congressional committees and members, not later than 180 days after the end of each fiscal year, an annual report.

This report, which covers Fiscal Year (FY) 25 (October 1, 2024, to September 30, 2025) is prepared in accordance with Section 203 of the No FEAR Act which states:

- (a) Annual Report. --- Subject to subsection (b), [(b) pertains to requirements for the first report] not later than 180 days after the end of each fiscal year, each Federal agency shall submit to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Homeland Security and Governmental Affairs of the Senate, the Committee on Oversight and Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission, and the Attorney General, an annual report (in an electronic format prescribed by the Director of the Office of Personnel Management) which shall include, with respect to the fiscal year ---
 - (1) 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;
 - (2) The status or disposition of cases described in paragraph (1);
 - (3) The amount of money required to be reimbursed by such agency under section 201 in connection with each of such cases, separately identifying the aggregate amount of such reimbursements attributable to the payment of attorneys’ fees, if any;
 - (4) The number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1);
 - (5) The final year-end data posted under section 301©(1)(B) for such fiscal year (without regard to section 301(c)(2));
 - (6) A detailed description of ---
 - (A) The policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who ---
 - i. Discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2); or
 - ii. 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); and
 - (B) With respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken;
 - (7) An analysis of the information described under paragraphs (1) through (6) (in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with Part 1614 of Title 29 of the Code of Federal Regulations) including ---

- (A) An examination of trends;
 - (B) Causal analysis;
 - (C) Practical knowledge gained through experience;
 - (D) Any actions planned or taken to improve complaint or civil rights programs of the agency; and
- (8) Any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201.

In accordance with the No Fear Act, this report is being provided to the following:

- Speaker of the U.S. House of Representatives
- President Pro Tempore of the U.S. Senate
- Committee on Governmental Affairs of the U.S. Senate
- Committee on Government Reform of the U.S. House of Representatives
- Each Committee of Congress with jurisdiction relating to the agency
- Chair, Equal Employment Opportunity Commission
- Department of Justice Attorney General
- Director, U.S. Office of Personnel Management (in accordance with 5 C.F.R. Part 724)

II. BACKGROUND

The Federal Mediation and Conciliation Service (FMCS) was established by Title II of the Labor-Management Relations Act of 1947, P.L. 104-320, as an independent agency. FMCS's mission is to prevent or minimize interruptions of the free flow of commerce growing out of labor disputes. FMCS's mission is fulfilled by providing mediation, conciliation, and arbitration services.

In FY2025, FMCS was structured into two primary divisions: Headquarters and Office of Field Operations. The subsequent sections will provide detailed insights into the Director's Office and illuminate the offices comprising these two divisions.

Headquarters

FMCS Headquarters is comprised of the Office of the Director, Office of Equal Employment Opportunity, and the National Representative. FMCS Headquarters is located in Washington, D.C.

Office of the Director. The FMCS Director, appointed by the President with the advice and consent of the Senate, has the responsibility for establishing and directing policy and for the overall administration and strategic direction of FMCS. The Director serves as agency liaison with the White House, members of the President's Cabinet and the Congress, and provides direction for and participation in mediating major disputes.

Office of Equal Employment Opportunity. The Office of Equal Employment Opportunity (OEEO) is primarily responsible for ensuring compliance with applicable

laws, regulations, and policies that prohibit discrimination based on race, gender, religion, age, color, national origin, disability, sexual orientation, genetic information, and reprisal. Reporting directly to FMCS's Director, the Director of OEEO retains the authority and agency-wide responsibility for efficient and appropriate compliance with the FMCS OEEO Program. This includes, but is not limited to, the authority to: Establish and maintain effective EEO programs under Federal anti-discrimination laws; Ensure strategic partnership with Senior Agency leadership, General Counsel, and Chief Human Capital Officer to meet FMCS requirements relative to the FMCS Strategic Plan and related to FMCS policies and programs; Ensure timely, fair, and impartial consideration, investigation, and disposition of complaints of discrimination; Develop, implement, and monitor an EEO counseling, complaints, and investigations program in accordance with laws, rules, regulations, policies, and procedures that prohibit discrimination and ensure that complaints are processed in the prescribed timeframes; Support employment programs to promote EEO for people with disabilities; Submit all required annual plans and accomplishment reports on behalf of FMCS as appropriate, including, but not limited to, the MD-715; and Serve as the FMCS contact for all contracts and agreements with external entities or federal agencies pertaining to processing FMCS's EEO complaints.

National Representative. The National Representative mediates FMCS's high-profile collective bargaining disputes and is responsible for developing and coordinating increased engagement with FMCS customers for future relationship development and mediation opportunities in key industries and occupations.

Office of the General Counsel. The Office of General Counsel provides legal advice and support on a wide variety of matters necessary for FMCS to carry out its mission and for its employees to perform official duties. OGC also defends FMCS in legal proceedings before administrative bodies and (in cooperation with the Department of Justice) matters arising in the Federal courts and responds to requests for testimony and subpoenas.

Office of Operations, Procurement Support. The Office of Procurement and Operational Support procures and manages goods and services necessary for orderly and efficient agency operations. The director is responsible for the development of procurement strategic planning activities, including long-term enterprise-wide acquisitions. This office also manages agency-wide administrative and support services: facilities and space management, printing and graphics, audiovisual services, inventory, mail services; motor vehicle fleet, physical security, leasing, property and records management, and the agency's purchase card program. This office also administers the Labor-Management Cooperative Grants program.

Office of Information Technology: The Office of Information Technology develops and implements the FMCS's technology plan; maintains computer applications and systems; and provides technology support to all aspects of the Agency's operations. The director provides strategic advice and direction with respect to technology issues and trends and ensures continuity of agency information services operations under a variety of likely scenarios.

Office of Finance and Budget. The Office of Finance ensures that all funds, both appropriated and earned, are properly and completely accounted for and that internal controls minimize opportunities for fraud, waste, and abuse and thus provide accountability to OMB, Congress, and the American public. The director is responsible for providing an integrated system of records and reports to meet management's data needs and ensure compliance with applicable laws, rules, and regulations.

Office of Budget. The Office of Budget develops budget estimates and supporting material for the financial needs of FMCS, coordinates and assists in presenting the budget to the Office of Management and Budget (OMB) and the Congress and ensures that enacted appropriations are properly executed. The director is responsible for advising employees about and ensuring compliance with appropriations integrity rules, law, and procedures.

Office of Human Resources. The Office of Human Resources provides job applicants, employees, and agency managers with services and programs that support FMCS's mission and ensure compliance with applicable laws and regulations. The Director oversees hiring qualified employees, classifying positions, implementing and monitoring performance appraisal systems, and coordinating employee relations programs.

Office of Operational Security. The Office of Operational Security ensures implementation and adaptation of trusted workforce 2.0 personnel security, vetting, adjudications, revalidation of current clearances, and reviews of continuous vetting activity reports, and foreign travel security briefings and reporting IAW SEAD-3, and compliance with all Office of Management and Budget (OMB), Office of Personnel Management (OPM), National Security Presidential Directives (NSPD), Homeland Security Presidential Directives (HSPD), and National Institute of Standards and Technology (NIST) policies/orders. Operational Security ensures physical security, CCTV-VSS, badge readers and access, insider-threat program, workplace violence program, facility security committee and risk/threat management, Federal Protective Services and liaising with landlord and fellow tenants, change management and budgeting, emergency management and notifications, occupant emergency plans, training and exercises, along with the agency's continuity of operations (COOP) program including essential records, wireless priority service (WPS), succession/devolution/reconstitution planning, training, testing, and exercises. Operational Security also ensures implementation of the Identify, Credential, and Access Management (ICAM) program and the Information Security and controlled unclassified information (CUI) programs, training, and evaluation. Lastly, Operational Security also manages Occupational Health and Safety for the agency.

Office of Field Operations

Office of Client Services. The Office of Client Services vision is to improve client experience. The office aims to enhance services provided to customers comprehensively, spanning from website design changes, client outreach, marketing, and education, to F7 Notices, service requests (including labor contract related issues or processes and other

requests), service delivery (such as mediation, training, facilitation), tracking, and customer interaction and feedback. Additionally, the Office of Client Services oversees Arbitration, Notices to FMCS, and Federal Inter-Agency Agreements.

Office of Field Operations Regions 1-6. At the end of FY25 FMCS had 118 total mediators in many Field Offices including home offices – geographically distributed throughout the country. The Office of Field Operations delivers workplace conflict management and resolution services to customers throughout the country.

III. REPORTING REQUIREMENTS

The FY2025 Annual Report below summarizes FMCS’s activities. As reflected below and in FMCS’s previous No FEAR Act Reports, FMCS is a small agency with a low level of complaints. This is due in part to FMCS’s managers training, efforts to resolve cases during pre-complaint counseling and OEEO’s employee outreach.

A. Federal Court Litigation and Reimbursement to the Judgement Fund

Section 203(a)(1-3) of the No FEAR Act and OPM’s implementing rule 5 C.F.R. § 724.302(a), require agencies to annually report the number of pending or resolved federal court cases in which it was alleged to have violated the federal antidiscrimination and whistleblower protection laws applicable to the agency, as well as the amount of money required to be reimbursed by each agency in connection with such cases.

During FY2025, the FMCS was not a party to any federal district court cases arising under the provisions of the No Fear Act.

During FY2025, no expenditures from the Judgment Fund were made on behalf of the FMCS.

B. Disciplinary Actions

Section 203(a)(4) of the No FEAR Act and OPM’s implementing rule 5 C.F.R. § 724.302(a), require that 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 FY2025, the FMCS did not discipline any employees for discrimination, retaliation, harassment, or any other infraction covered by the No FEAR Act.

C. Final Year-End Data

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. The final year-end data is included in **Appendix A**.

D. Agency Policy Relating to Appropriate Disciplinary Actions

Section 203(a)(6) of the No FEAR Act requires that an agency include in its annual report a detailed description of the policy implemented by that agency related 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) or (2).

Employees of the FMCS are expected to demonstrate high standards of integrity, both on and off the job. FMCS has specifically tailored its Disciplinary and Adverse Action Directive to include provisions specifically pertaining to violations of antidiscrimination laws and whistleblower retaliation. Inclusion of such provisions helps strengthen accountability consistent with the requirements of the No FEAR Act. Disciplinary actions covered by the FMCS Directive range from corrective measures, such as written reprimands, to suspensions, reductions in grade, to removals in more serious situations. Additionally, FMCS's EEO Statement, signed by the Agency Head, explains FMCS's zero tolerance of harassment in the workplace, establishes an effective complaint reporting process and sets forth responsibilities and procedures for addressing allegations of harassment. Lastly, FMCS's Equal Employment Opportunity Directive reiterates that FMCS prohibits discrimination in the workplace and the agency's employment practices. All new employees are required to review and certify understanding of FMCS Directives, including the aforementioned ones.

E. Analysis of Trends and Causation

Section 203(a)(7) of the No FEAR Act and OPM's implementing rule 5 C.F.R. § 724.302(a), require that agencies undertake "an examination of trends; causal analysis; practical knowledge gained through experience; and any actions planned or taken to improve complaints or civil rights programs of the agency."

The FMCS examined the information reported and analyzed it below:

FY2025 Data. During FY2025, two (2) formal complaints were filed alleging unlawful discrimination. The allegations for the formal complaints filed in FY2025 include: Q1: age and retaliation; Q2: sex; Q3 and Q4: 0 formal complaints filed and therefore 0 bases.

Trends and Causal Analysis. The FMCS' OEEO identifies and keeps abreast of EEO complaint processing trends and best practices and compares FMCS complaints data to similar size and mission-focused agencies using publicly posted agency No FEAR reports. These actions allow FMCS OEEO to gauge whether our data aligns with similarly positioned organizations, and to follow-up with those organizations to share best practices and lessons learned. In FY2025 FMCS had similar case numbers to comparable agencies.

During FY2025, FMCS had a total of 137 permanent full-time employees. Between FY2021 to FY2025, the average number of formal administrative complaints filed annually was two (2).

Complainant Activity:	Comparative Data Previous Fiscal Year Data				
	2021	2022	2023	2024	2025
Number of Complaints Filed	1	2	4	1	2
Number of Complainants	1	2	4	1	2
Repeat Filers	0	0	1	0	1

For the reporting period FY2021-2025, the bases alleged most frequently at FMCS were race and age. For comparison purposes, according to the Equal Employment Opportunity Commission's (EEOC) 2024 Annual Performance Report the top five bases in complaint allegations were sex, disability, retaliation, race, and age. The complaints at FMCS are in line with those reported by other federal agencies. At the time of reporting, the 2025 Annual Performance Report had not yet been released.

For the reporting period FY2021-2025, the most frequently alleged issues were harassment (non-sexual) and harassment (promotion/non-selection). For comparison purposes, according to the EEOC's 2024 Annual Performance Report, the top four most frequently cited issues in complaint filings were discharge, harassment, reasonable accommodation, and hiring. The issues at FMCS are in line with those reported by other federal agencies. At the time of reporting, the 2025 Annual Performance Report had not yet been released.

With an annual average of two formal administrative complaints filed for an average of 173 employees during this five-year period, there is insufficient data to draw meaningful conclusion as to the cause and effect of the bases and issues raised in these complaints of employment discrimination. Further, in cases closed during this 5-year period, there were no findings of employment discrimination from which possible causation factors could be gleaned.

The average investigation time has varied over the years, averaging around 162 days.

F. Actions Planned or Taken to Improve Complaint or Civil Rights Programs

The FMCS OEEO regularly monitors trends in its EEO Program to determine if obligations under the workplace anti-discrimination laws have been met. OEEO safeguards employment-related civil rights at FMCS. The FMCS Strategic Plan serves as a guide to support a fair and equitable workplace, where employment decisions are based on individual merit and performance, and employees have the opportunity to reach their full potential in support of the FMCS mission. FMCS encourages employees to resolve workplace conflicts in a constructive manner and encourages the use of the FMCS EEO Alternative Dispute Resolution Program as a tool to resolve conflict at the lowest possible level.

To address identified trends FMCS engaged in the following:

Senior Leadership Commitment:

- FMCS issued a policy statement on February 28, 2025, that reinforced FMCS's commitment to maintaining a work environment free from discrimination, harassment, and retaliation and encouraged an inclusive workplace. This was updated and resigned on January 2, 2026, and posted internally on the FMCS SharePoint site.
- FMCS provided more opportunities for engagement by encouraging in-person weekly staff lunches at the Headquarters building.
- FMCS also began agency-wide Town Hall meetings for all staff. This provides staff with an opportunity to get to know new employees, build connections with coworkers, and understand agency priorities.

Training and Engagement Opportunities:

- FMCS prioritized EEO by focusing on training and ensuring that No FEAR and Whistleblower training are updated and available for all employees in our Learning Management System (LMS).
- FMCS also offers employees "EEO is for Everyone." This training launched in FY2024 and provides critical information on EEO processes. All supervisors are also required to take EEO Supervisor Refresher Training and the new OPM Supervisor Training.

Integration into the Agency Strategic Plan:

- No FEAR Act principles are embedded in the FMCS Strategic Plan.

Actions planned for FY2026:

- Continue to provide training aligned with EEO compliance.
- Continue to review and enhance EEO training materials and resources.
- Continue to review and update EEO policies and directives.

G. Budget Adjustments

In FY2025, FMCS did not have any budget adjustments to accommodate and reimburse for the Judgement Fund.

H. 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 antidiscrimination, retaliation, and whistleblower protection laws.

FMCS provides an online No FEAR Act training module through its LMS. At the end of FY2025, 32 FMCS employees completed the No FEAR Training, and 100% of employees met the requirement for two-year and new employee training completion. FMCS OEEO works with the FMCS Office of Human Resources and Office of Information Technology to track and ensure timely completion of biennial No FEAR Act

Training for employees and completion within 90 days for new employees.

IV. CONCLUSION

A review of the complaint allegations for the five-year period from FY2021 through FY2025 consistently shows:

- **Stable number of complaints.** The number of total complaints remains low, with an average of two formal complaints filed annually. FMCS makes efforts to resolve formal complaints at the earliest possible phase.
- **Diverse array of complaints.** The basis alleged and issues in each complaint varies each year. While FMCS continues to consider ways to reduce complaints, FMCS does not believe that there is a systemic issue.
- **Decreasing investigation times.** FMCS will continue to streamline processes and contract partnerships to reduce time spent on the investigation phase.

FMCS continues to foster and promote a workplace free from discrimination and harassment. FMCS will continue to review program data to improve processes and develop plans that improve the EEO program.

APPENDIX A:

Federal Mediation and Conciliation Service EEO Data
Pursuant to the No FEAR Act

Complaint Activity	Comparative Data Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025
Number of Complaints Filed	2	1	2	4	1	2
Number of Complaints	2	1	2	4	1	2
Repeat Filers	0	0	0	1	0	1

Complaints by Basis	Comparative Data Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed						
Race	1	1	2	3	1	0
Color	0	0	1	2	1	0
Religion	0	0	0	2	0	0
Reprisal	0	0	1	2	1	0
Sex	0	1	0	1	0	1
Equal Pay Act	0	0	0	0	0	0
National Origin	0	0	1	0	0	0
Age	2	0	1	3	0	1
Disability	3	0	0	1	0	0
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue	Comparative Data Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed						
Appointment/Hire	1	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	2	0	0
Reprimand	0	0	0	1	0	0
Removal	0	0	0	1	0	1
Suspension	0	0	0	0	0	0
Other	0	0	0	0	1	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	1	0	1	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	2	2	0	0	2
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	1	3	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	1	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	2
Other	0	0	0	1	0	0

Processing Time	Comparative Data Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025
Complaints Pending (for any length of time) during fiscal year						
Average Number of Days in Investigative Stage	198	0	0	137	113	200
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					
	2020	2021	2022	2023	2024	2025
Total Complaints Dismissed by Agency	0	0	0	0	0	0
Average Days Pending Prior Dismissal	0	0	0	0	0	0
Complaints Withdrawn by Complaints						
Total Complaints Withdrawn by Complaints	0	0	0	0	2 (informal stage)	1 (informal stage)

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data					
	2020	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

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed						
	#%	#%	#%	#%	#%	#%
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
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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data					
	2020 #%	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
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
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						
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025
Total complaints from previous fiscal years	2	5	2	4	3	0
Total Complaints	2	5	2	4	3	1
Number complaints pending	2	4	1	4	3	1
Investigation	1	2	1	3	0	1
Hearing	0	2	0	4	3	0
Final Action	0	0	0	0	0	0
Appeal with EEOC	0	0	0	2	0	0

Complaint Investigations	Comparative Data Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025
Pending Completion where Investigation Exceeds Time Frames	0	1	0	0	0	0