



Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

NRC (and below)

For 2nd Quarter FY 2024 for period ending March 31, 2024

Pursuant to Section 301 of the **Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002** (the No Fear Act), the NRC has posted summary statistical data pertaining to complaints of employment discrimination filed by employees, former employees and applicants for employment under [29 CFR Part 1614](#). The specific data posted is described in section 301(b) of the Act and 29 CFR 1614.704. Note: This reporting does not include EEOC 462 reporting data for FY 2023.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	19	25	15	15	15	6
Number of Complainants	19	25	15	13	13	5
Repeat Filers	0	0	0	2	2	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	8	12	6	6	6	3
Color	2	1	2	3	4	2
Religion	1	0	0	3	3	0
Reprisal	12	14	9	6	6	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Sex	9	8	9	5	6	3
PDA	0	0	0	0	0	0
National Origin	4	3	1	1	1	3
Equal Pay Act	0	1	0	0	0	0
Age	10	10	6	4	4	3
Disability	4	3	0	6	4	1
Genetics	0	0	0	0	0	0
Non-EEO	0	2	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: *Are reported under Other Terms / Conditions of Employment. **Are reported under Other Disciplinary Actions.	2019	2020	2021	2022	2023	
Appointment/Hire	1	0	0	1	0	1
Assignment of Duties*	5	8	3	2	0	0
Awards	3	3	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand**	0	0	0	0	0	0
Suspension	1	0	0	1	0	0
Removal	0	1	0	1	0	0
Other Disciplinary Actions**	0	0	0	0	0	1
Other2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./Appraisal	6	6	7	3	3	1
Examination/Test	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: *Are reported under Other Terms / Conditions of Employment. **Are reported under Other Disciplinary Actions.	2019	2020	2021	2022	2023	
Harassment						
Non-Sexual	10	11	7	7	9	1
Sexual	0	0	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	3	0	0	1	0	0
Promotion/Non-Selection	7	6	7	3	2	3
Reassignment						
Denied	0	0	2	0	0	0
Directed	2	0	1	1	0	0
Reasonable Accommodation Disability	2	3	0	2	3	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	3	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	1	0	0	0	0
Telework	2	2	0	1	0	0
Termination	0	0	1	0	0	0
Terms/Conditions of Employment*	3	9	4	3	0	0
Time and Attendance	1	6	2	4	1	0
Training	1	2	1	1	1	0
Other Terms/Conditions of Employment*	0	0	0	0	5	2
User Defined - Other 1*	0	1	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	285.30	262.36	283.85	256.17	184.57	268.33
Average number of days in final action	60.00	29.50	39.50	32.86	47.00	60.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	322.67	247.00	292.64	246.52	179.00	332.50
Average number of days in final action	0.00	15.00	39.50	25.50	31.33	0.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	269.83	283.67	263.33	247.17	200.25	140.00
Average number of days in final action	60.00	0.00	0.00	52.00	58.75	60.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	4	9	2	0	4	4
Average days pending prior to dismissal	256	266	266	0	92.50	141.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	2	0	1	0	1

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 03-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		2		0		0	

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 03-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	2	100	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 03-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	0		0		0		0		3		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	33.33	0	0	0	0
Sex	0	0	0	0	0	0	2	66.67	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	0		0		0		3		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	33.33	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2024 Thru 03-31		
	2019		2020		2021		2022		2023				
	#	%	#	%	#	%	#	%	#	%	#	%	
Sex-Stereotyping	0	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	0
Termination	0	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	0
Time and Attendance	0	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	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data					2024 Thru 03-31	
	2019	2020	2021	2022	2023		
Total complaints from previous Fiscal Years	11	13	18	12	8	10	
Total Complainants	11	13	16	9	6	8	
Number complaints pending							
Investigation	0	2	2	1	4	3	
ROI issued, pending Complainant's action	1	1	0	0	0	0	
Hearing	10	7	14	8	1	3	
Final Agency Action	0	3	1	1	0	1	
Appeal with EEOC Office of Federal Operations	5	9	8	8	6	7	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03- 31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	3	7	2	2	2	2