



## **Equal Employment Opportunity Data Posted Pursuant to the *No Fear Act***

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.

**NRC Discrimination Complaint Activity  
FY 2013 - FY 2018**

<b>29 CFR 1614.704(a) - (c)</b>	<b><u>29 CFR 1614.705</u> Comparative Data Previous FY Data</b>					
<b>Complaint Activity</b>	<b>2018 4th Qtr</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Number of Complaints Filed in FY <a href="#">1614.704(a)</a>	20	19	17	22	17	11
Number of Complainants <a href="#">1614.704(b)</a>	19	18	17	22	17	11
Repeat Filers <a href="#">1614.704(c)</a>	0	*1	0	0	0	0
<b><u>29 CFR 1614.704(d)</u></b>	<b>29 CFR 1614.705 Comparative Data Previous FY Data</b>					
<b>Complaint by Basis</b>	<b>2018 4th Qtr</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Race	12	4	6	11	9	6
Color	5	1	3	2	1	1
Religion	1	1	2	2	3	2
National Origin	5	1	5	2	4	1
Sex (including complaint filed under Equal Pay Act)	13	10	8	12	8	4
Disability	4	6	3	3	4	2
Age	7	13	9	13	10	6
Reprisal	8	11	8	10	5	7
Other	0	1	0	0	0	0

\*The FY 2018 No FEAR Act Report attachment revised and updated data in a couple of places from data reported in the FY 2017 No FEAR Act Report to Congress.

<a href="#"><u>29 CFR 1614.704(e)</u></a>	29 CFR 1614.705 Comparative Data Previous FY Data					
Complaint by Issue	2018 4 <sup>th</sup> Qtr	2017	2016	2015	2014	2013
Appointment/Hire	0	0	0	0	1	0
Assignment of Duties	8	9	6	6	9	4
Awards	0	4	0	3	5	4
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	1	1	1	0	0	0
Removal	1	0	2	0	0	0
Other	0	0	1	0	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	6	5	5	10	9	7
Examination/Test	0	2	0	0	0	0
<b>Harassment</b>						
Non-Sexual	11	10	8	11	10	8
Sexual	0	*2	0	5	2	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	0
Promotion/Non-Selection	2	6	5	10	4	2
<b>Reassignment</b>						
Denied	1	0	0	0	0	0
Directed	0	1	4	1	2	0
Reasonable Accommodation	3	3	3	0	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	0	0	0	0	0
Terms/Conditions of Employment	2	1	2	0	1	0
Time and Attendance	1	4	3	5	4	4
Training	3	4	2	1	5	0
Sex Stereotype	0	2	0	0	0	0
Other	0	0	2	1	5	0

<a href="#">29 CFR 1614.704 (f)</a>		Average Days
<b>Processing Time a...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year...@</b>		
All complaints pending in Investigation Stage	<a href="#">1614.704(f)(1)</a>	271.50
All complaints pending in Final Agency Decision/Action Stage		53
All complaints pending in which Hearing was not requested	<a href="#">1614.704(f)(2)</a>	342
Time in Investigation Stage		289
Time to issue Final Agency Action		53
All complaints pending in which a Hearing was requested	<a href="#">1614.704(f)(3)</a>	274
Time in Investigation Stage		274
Time to issue Final Agency Action		0

<a href="#">29 CFR 1614.704(g)</a>	29 CFR 1614.705 Comparative Data Previous FY Data					
Complaint Dismissed by Agency	2018 4 <sup>th</sup> Qtr	2017	2016	2015	2014	2013
Total Complaints Dismissed by Agency	3	6	1	0	2	1
Average days pending prior to dismissal	88	298	180	0	114	74

<a href="#">29 CFR 1614.704(h)</a>	29 CFR 1614.705 Comparative Data Previous FY Data					
Complaint Withdrawn by Complainants Pursuant to <a href="#">1614.107(a)</a>	2018 4 <sup>th</sup> Qtr	2017	2016	2015	2014	2013
Total Complaints Withdrawn	1	1	1	3	0	0

<a href="#">29 CFR 1614.704(i)</a>	29 CFR 1614.705 Comparative Data											
Total Final Agency Actions Finding Discrimination	2018 4 <sup>th</sup> Qtr		2017		2016		2015		2014		2013	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings <a href="#">1614.704(i)(1)</a>	0		0		0		0		0		0	
Without Hearing <a href="#">1614.704(i)(2)</a>	0		0		0		0		0		0	
With Hearing <a href="#">1614.704(i)(3)</a>	0		0		0		0		0		0	

<a href="#">29 CFR 1614.704(j)</a>	29 CFR 1614.705 Comparative Data Previous FY Data											
Findings of Discrimination Rendered by Basis	2018 4 <sup>th</sup> Qtr		2017		2016		2015		2014		2013	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings <a href="#">1614.704(j)(1)</a>	0		0		0		0		0		0	
Number of Findings Rendered Without Hearing <a href="#">1614.704(j)(2)</a>	0		0		0		0		0		0	
Number of Findings Rendered After Hearing <a href="#">1614.704(j)(3)</a>	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	
National Origin	0		0		0		0		0		0	
Sex (include Equal Pay Act)	0		0		0		0		0		0	
Disability	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	

29 CFR 1614.704(k)	29 CFR 1614.705 Comparative Data Previous FY Data													
	Findings of Discrimination Rendered by Issue		2018 4 <sup>th</sup> Qtr		2017		2016		2015		2014		2013	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings <a href="#">1614.704(k)(1)</a>	0		0		0		0		0		0		0	
Findings Without Hearing <a href="#">1614.704(k)(2)</a>	0		0		0		0		0		0		0	
Findings After Hearing <a href="#">1614.704(k)(3)</a>	0		0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0		0	
Awards	0		0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0		0	
Demotion	0		0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0		0	
Suspension	0		0		0		0		0		0		0	
Removal	0		0		0		0		0		0		0	
Other	0		0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0		0	
Harassment	0		1		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0		0	
Sexual	0		0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0		0	
Promotion/Non-Selection	0		0		0		0		0		0		0	
Reassignment	0		0		0		0		0		0		0	
Denied	0		0		0		0		0		0		0	
Directed	0		0		0		0		0		0		0	
Reasonable Accommodation	0		0		0		0		0		0		0	
Reinstatement	0		0		0		0		0		0		0	
Retirement	0		0		0		0		0		0		0	
Termination	0		0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0		0	
Training	0		0		0		0		0		0		0	
Other	0		0		0		0		0		0		0	

<a href="#">29 CFR 1614.704(l)</a>	29 CFR 1614.705 Comparative Data Previous FY Data					
Complaints Pending From Previous FYs by Status	2018 4 <sup>th</sup> Qtr	2017	2016	2015	2014	2013
Total complaints from previous Fiscal Years <a href="#">1614.704(l)(1)</a>	9	8	0	0	3	9
Total Complainants <a href="#">1614.704(l)(2)</a>	9	8	13	9	3	9
<b>Number of all pending complaints from previous FYs <a href="#">1614.704(l)(3)</a></b>						
Investigation	0	0	1	0	0	0
ROI issued, pending Complainant's action	1	0	0	0	0	0
Hearing	6	9	8	4	2	2
Final Agency Action	1	0	1	1	0	0
<b>Number of closed complaints pending <a href="#">1614.704(k)(3)</a></b>						
Appeal with EEOC Office of Federal Operations	2	2	0	4	2	3

<a href="#">29 CFR 1614.704(l)</a>	29 CFR 1614.705 Comparative Data Previous FY Data					
Complaint Investigations	2018 4 <sup>th</sup> Qtr	2017	2016	2015	2014	2013
Number Pending Completion of Investigation	5	0	0	0	0	0
Pending Investigations Over Required Time Frames	0	0	0	0	0	0