

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

***National Reconnaissance Office  
For 3rd Quarter 2026 for period ending June 30, 2026***

## Notes:

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.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and "Reassignment: Directed."

| <b>Complaint Activity</b><br><i>per 29 CFR § 1614.704(a-c)</i> | <b>Comparative Data</b>          |             |             |             |             |                                |
|----------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|
|                                                                | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2026<br/>Thru<br/>06-30</b> |
|                                                                | <b>2021</b>                      | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |                                |
| Number of Complaints Filed                                     | 3                                | 10          | 9           | 7           | 3           | 8                              |
| Number of Complainants                                         | 3                                | 10          | 9           | 6           | 3           | 8                              |
| Repeat Filers                                                  | 0                                | 0           | 0           | 1           | 0           | 0                              |

| <b>Complaints by Basis</b><br><i>per 29 CFR § 1614.704(d)</i>                                                            | <b>Comparative Data</b>          |             |             |             |             |                                |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|--------------------------------|
|                                                                                                                          | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2026<br/>Thru<br/>06-30</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2021</b>                      | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |                                |
| Race                                                                                                                     | 1                                | 1           | 6           | 4           | 0           | 2                              |
| Color                                                                                                                    | 0                                | 0           | 2           | 4           | 0           | 3                              |
| Religion                                                                                                                 | 0                                | 4           | 2           | 0           | 0           | 0                              |
| Reprisal                                                                                                                 | 1                                | 8           | 2           | 5           | 3           | 4                              |
| Sex                                                                                                                      | 2                                | 2           | 3           | 2           | 2           | 7                              |
| PDA                                                                                                                      | 0                                | 0           | 0           | 0           | 0           | 0                              |
| National Origin                                                                                                          | 0                                | 0           | 0           | 0           | 0           | 2                              |
| Equal Pay Act                                                                                                            | 0                                | 0           | 0           | 0           | 0           | 0                              |
| Age                                                                                                                      | 0                                | 1           | 1           | 0           | 0           | 3                              |

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| Disability                                             | 0                         | 6    | 2    | 5    | 0    | 4                     |
|--------------------------------------------------------|---------------------------|------|------|------|------|-----------------------|
| Genetics                                               | 0                         | 0    | 0    | 0    | 0    | 0                     |
| Non-EEO                                                | 0                         | 0    | 0    | 0    | 1    | 0                     |
| Complaints by Issue<br><i>per 29 CFR § 1614.704(e)</i> | Comparative Data          |      |      |      |      |                       |
|                                                        | Previous Fiscal Year Data |      |      |      |      | 2026<br>Thru<br>06-30 |
|                                                        | 2021                      | 2022 | 2023 | 2024 | 2025 |                       |
| Appointment/Hire                                       | 0                         | 0    | 0    | 3    | 0    | 0                     |
| Assignment of Duties*                                  | 0                         | 2    | 0    | 0    | 0    | 0                     |
| Awards                                                 | 0                         | 0    | 0    | 0    | 0    | 0                     |
| Conversion to Full Time/Perm Status                    | 0                         | 0    | 0    | 0    | 0    | 0                     |
| <b>Disciplinary Action</b>                             |                           |      |      |      |      |                       |
| Demotion                                               | 0                         | 0    | 0    | 0    | 0    | 0                     |
| Reprimand**                                            | 1                         | 0    | 0    | 0    | 0    | 0                     |
| Suspension                                             | 0                         | 0    | 0    | 0    | 0    | 0                     |
| Removal                                                | 0                         | 2    | 1    | 0    | 0    | 0                     |
| Other Disciplinary Actions**                           | 0                         | 0    | 0    | 1    | 0    | 0                     |
| Other 2**                                              | 0                         | 0    | 0    | 0    | 0    | 0                     |
| Duty Hours*                                            | 0                         | 0    | 0    | 0    | 0    | 0                     |
| Perf. Eval./ Appraisal                                 | 2                         | 0    | 1    | 3    | 0    | 5                     |
| Examination/Test                                       | 0                         | 0    | 0    | 0    | 0    | 0                     |
| <b>Harassment</b>                                      |                           |      |      |      |      |                       |
| Non-Sexual                                             | 2                         | 7    | 5    | 6    | 3    | 7                     |
| Sexual                                                 | 1                         | 0    | 0    | 0    | 1    | 0                     |
| Medical Examination                                    | 0                         | 0    | 0    | 0    | 0    | 0                     |
| Pay including overtime                                 | 0                         | 0    | 0    | 0    | 0    | 1                     |
| Promotion/Non-Selection                                | 0                         | 2    | 0    | 0    | 0    | 2                     |
| Reassignment: Denied/Directed                          | 0                         | 0    | 0    | 0    | 1    | 0                     |

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|                                                                      |                           |        |        |        |        |                       |
|----------------------------------------------------------------------|---------------------------|--------|--------|--------|--------|-----------------------|
| Reassignment: Directed                                               | 1                         | 0      | 0      | 0      | 0      | 0                     |
| Reasonable Accommodation                                             | 0                         | 2      | 1      | 3      | 0      | 1                     |
| Reinstatement*                                                       | 0                         | 0      | 0      | 0      | 0      | 0                     |
| Religious Accommodation                                              | 0                         | 1      | 0      | 0      | 0      | 0                     |
| Retirement*                                                          | 0                         | 0      | 0      | 0      | 0      | 0                     |
| Sex-Stereotyping                                                     | 0                         | 0      | 0      | 0      | 0      | 0                     |
| Telework                                                             | 0                         | 0      | 1      | 0      | 0      | 0                     |
| Termination                                                          | 1                         | 2      | 3      | 2      | 2      | 2                     |
| Terms/Conditions of Employment*                                      | 1                         | 0      | 0      | 0      | 0      | 0                     |
| Time and Attendance                                                  | 0                         | 0      | 0      | 1      | 0      | 1                     |
| Training                                                             | 0                         | 0      | 0      | 0      | 0      | 0                     |
| Other Terms/Conditions of Employment*                                | 0                         | 0      | 0      | 3      | 1      | 5                     |
| Processing Time<br>per 29 CFR § 1614.704(f)                          | Comparative Data          |        |        |        |        |                       |
|                                                                      | Previous Fiscal Year Data |        |        |        |        | 2026<br>Thru<br>06-30 |
|                                                                      | 2021                      | 2022   | 2023   | 2024   | 2025   |                       |
| Complaints pending during fiscal year                                |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 562.75                    | 329.25 | 279.50 | 214.75 | 223.25 | 154.00                |
| Average number of days in final action                               | 98.00                     | 54.00  | 33.50  | 43.00  | 28.00  | 27.00                 |
| Complaint pending during fiscal year where hearing was requested     |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 412.67                    | 383.00 | 310.00 | 235.13 | 223.25 | 154.00                |
| Average number of days in final action                               | 98.00                     | 12.00  | 38.00  | 25.50  | 28.00  | 27.00                 |
| Complaint pending during fiscal year where hearing was not requested |                           |        |        |        |        |                       |
| Average number of days in investigation                              | 1,013.00                  | 168.00 | 188.00 | 174.00 | 0.00   | 0.00                  |
| Average number of days in final action                               | 0.00                      | 96.00  | 0.00   | 54.67  | 0.00   | 0.00                  |

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| Complaints Dismissed by Agency<br><i>per 29 CFR § 1614.704(g)</i>                                                               | Comparative Data          |   |       |   |      |   |      |   |      |   |                       |   |
|---------------------------------------------------------------------------------------------------------------------------------|---------------------------|---|-------|---|------|---|------|---|------|---|-----------------------|---|
|                                                                                                                                 | Previous Fiscal Year Data |   |       |   |      |   |      |   |      |   | 2026<br>Thru<br>06-30 |   |
|                                                                                                                                 | 2021                      |   | 2022  |   | 2023 |   | 2024 |   | 2025 |   |                       |   |
| Total Complaints Dismissed by Agency                                                                                            | 1                         |   | 3     |   | 0    |   | 0    |   | 1    |   | 1                     |   |
| Average days pending prior to dismissal                                                                                         | 63                        |   | 1,107 |   | 0    |   | 0    |   | 26   |   | 62.00                 |   |
| Complaints Withdrawn by Complainants                                                                                            |                           |   |       |   |      |   |      |   |      |   |                       |   |
| Total Complaints Withdrawn by Complainants                                                                                      | 0                         |   | 1     |   | 0    |   | 0    |   | 1    |   | 0                     |   |
| Total Final Agency Actions Finding<br>Discrimination<br><i>per 29 CFR § 1614.704(i)</i>                                         | Comparative Data          |   |       |   |      |   |      |   |      |   |                       |   |
|                                                                                                                                 | Previous Fiscal Year Data |   |       |   |      |   |      |   |      |   | 2026<br>Thru<br>06-30 |   |
|                                                                                                                                 | 2021                      |   | 2022  |   | 2023 |   | 2024 |   | 2025 |   |                       |   |
|                                                                                                                                 | #                         | % | #     | % | #    | % | #    | % | #    | % | #                     | % |
| Total Number Findings                                                                                                           | 0                         |   | 0     |   | 0    |   | 0    |   | 0    |   | 0                     |   |
| Without Hearing                                                                                                                 | 0                         | 0 | 0     | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                     | 0 |
| With Hearing                                                                                                                    | 0                         | 0 | 0     | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0                     | 0 |
| Findings of Discrimination Rendered by Basis<br><i>per 29 CFR § 1614.704(j)</i>                                                 | Comparative Data          |   |       |   |      |   |      |   |      |   |                       |   |
|                                                                                                                                 | Previous Fiscal Year Data |   |       |   |      |   |      |   |      |   | 2026<br>Thru<br>06-30 |   |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | 2021                      |   | 2022  |   | 2023 |   | 2024 |   | 2025 |   |                       |   |
|                                                                                                                                 | #                         | % | #     | % | #    | % | #    | % | #    | % | #                     | % |
| Total Number Findings                                                                                                           | 0                         |   | 0     |   | 0    |   | 0    |   | 0    |   | 0                     |   |
| Findings of Discrimination<br>Rendered by Issue<br><i>per 29 CFR § 1614.704(k)</i>                                              | Comparative Data          |   |       |   |      |   |      |   |      |   |                       |   |
|                                                                                                                                 | Previous Fiscal Year Data |   |       |   |      |   |      |   |      |   | 2026<br>Thru<br>06-30 |   |
|                                                                                                                                 | 2021                      |   | 2022  |   | 2023 |   | 2024 |   | 2025 |   |                       |   |
|                                                                                                                                 | #                         | % | #     | % | #    | % | #    | % | #    | % | #                     | % |
|                                                                                                                                 | 0                         |   | 0     |   | 0    |   | 0    |   | 0    |   | 0                     |   |
|                                                                                                                                 |                           |   |       |   |      |   |      |   |      |   |                       |   |

| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b><br><i>per 29 CFR § 1614.704(l)</i> | <b>Comparative Data</b>          |             |             |             |             |                        |
|-------------------------------------------------------------------------------------------------------|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
|                                                                                                       | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2026 Thru 06-30</b> |
|                                                                                                       | <b>2021</b>                      | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2024</b> |                        |
| Total complaints from previous Fiscal Years                                                           | 5                                | 3           | 5           | 7           | 7           | 5                      |
| Total Complainants                                                                                    | 5                                | 3           | 5           | 7           | 6           | 4                      |
| <b>Number complaints pending</b>                                                                      |                                  |             |             |             |             |                        |
| Investigation                                                                                         | 0                                | 0           | 0           | 0           | 0           | 0                      |
| ROI issued, pending Complainant's action                                                              | 0                                | 0           | 0           | 0           | 0           | 0                      |
| Hearing                                                                                               | 4                                | 3           | 5           | 6           | 7           | 5                      |
| Final Agency Action                                                                                   | 1                                | 0           | 0           | 1           | 0           | 0                      |
| Appeal with EEOC Office of Federal Operations                                                         | 1                                | 1           | 0           | 2           | 0           | 1                      |
| <b>Complaint Investigations</b><br><i>per 29 CFR § 1614.704(m)</i>                                    | <b>Comparative Data</b>          |             |             |             |             |                        |
|                                                                                                       | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2026 Thru 06-30</b> |
|                                                                                                       | <b>2021</b>                      | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |                        |
| Pending Complaints Where Investigations Exceed Required Time Frames                                   | 0                                | 0           | 0           | 0           | 0           | 0                      |