

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

National Reconnaissance Office

For 4th Quarter 2024 for period ending September 30, 2024

Complaint Activity <i>per 29 CFR § 1614.704(a-c)</i>	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	5	1	3	10	9	7
Number of Complainants	5	1	3	10	9	6
Repeat Filers	0	0	0	0	0	1
Complaints by Basis <i>per 29 CFR § 1614.704(d)</i>	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	2	0	1	1	6	4
Color	0	0	0	0	2	4
Religion	0	0	0	4	2	0
Reprisal	3	0	1	8	2	5
Sex	3	0	2	2	3	2
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	1	0	1	1	0

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Disability	0	2	0	0	6	5
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	0	0
Complaints by Issue <i>per 29 CFR § 1614.704(e)</i>	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
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	0	0	3
Assignment of Duties*	0	1	0	2	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	0	0	1	0	0	0
Suspension	0	0	0	0	0	0
Removal	1	0	0	2	1	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	2	0	1
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	2	0	1	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	2	7	5	6

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Sexual	0	0	1	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	2	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	1	0	0	0
Reasonable Accommodation Disability	1	0	0	2	1	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	1	0
Termination	1	0	1	2	3	2
Terms/Conditions of Employment*	0	0	1	0	0	0
Time and Attendance	0	0	0	0	0	1
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	2	0	3
Processing Time <i>per 29 CFR § 1614.704(f)</i>	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	259.50	0	562.75	329.25	279.50	214.75
Average number of days in final action	0	0	98.00	54.00	33.50	43.00
Complaint pending during fiscal year where hearing was requested						

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Average number of days in investigation	0	0	412.67	383.00	310.00	235.13						
Average number of days in final action	0	0	98.00	12.00	38	25.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	259.50	0	1,013.00	168.00	188.00	174.00						
Average number of days in final action	0	0	0	96.00	0	54.67						
Complaints Dismissed by Agency <i>per 29 CFR § 1614.704(g)</i>	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019	2020	2021	2022	2023							
Total Complaints Dismissed by Agency	2	2	1	3	0	0						
Average days pending prior to dismissal	536	686	63	1107	0	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	0	0	1	0	0						
Total Final Agency Actions Finding Discrimination <i>per 29 CFR § 1614.704(i)</i>	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019	2020	2021	2022	2023							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis <i>per 29 CFR § 1614.704(j)</i>	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019	2020	2021	2022	2023							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	

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Findings of Discrimination Rendered by Issue <i>per 29 CFR § 1614.704(k)</i>	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
	0		0		0		0		0		0	
Pending Complaints Filed in Previous Fiscal Years by Status <i>per 29 CFR § 1614.704(l)</i>	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019	2020	2021	2022	2023							
Total complaints from previous Fiscal Years		7	5	5	3	5						7
Total Complainants		7	5	5	3	5						7
Number complaints pending												
Investigation		1	3	0	0	0						0
ROI issued, pending Complainant's action		0	0	0	0	0						0
Hearing		3	0	4	3	5						6
Final Agency Action		0	0	1	0	0						1
Appeal with EEOC Office of Federal Operations		2	2	1	1	0						2
Complaint Investigations <i>per 29 CFR § 1614.704(m)</i>	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 09-30	
	2019	2020	2021	2022	2023							
Pending Complaints Where Investigations Exceed Required Time Frames		5	5	0	0	0						0