

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

National Reconnaissance Office

For 4th Quarter 2025 for period ending September 30, 2025

Complaint Activity <i>per 29 CFR § 1614.704(a-c)</i>	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
Number of Complaints Filed	1	3	10	9	7	3
Number of Complainants	1	3	10	9	6	3
Repeat Filers	0	0	0	0	1	0
Complaints by Basis <i>per 29 CFR § 1614.704(d)</i>	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	0	1	1	6	4	0
Color	0	0	0	2	4	0
Religion	0	0	4	2	0	0
Reprisal	0	1	8	2	5	3
Sex	0	2	2	3	2	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	0	1	1	0	0
Disability	0	0	6	2	5	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	1

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Complaints by Issue <i>per 29 CFR § 1614.704(e)</i>	Comparative Data					
	Previous Fiscal Year Data					2025 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.	2020	2021	2022	2023	2024	
Appointment/Hire	0	0	0	0	3	0
Assignment of Duties*	1	0	2	0	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	1	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	2	1	0	0
Disciplinary Warning**	0	0	0	0	1	0
Other Disciplinary Actions**	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	2	0	1	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	2	7	5	6	3
Sexual	0	1	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0

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Promotion/Non-Selection	0	0	2	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	0	0	0	1
Reasonable Accommodation Disability	0	0	2	1	3	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	0	0
Termination	0	1	2	3	2	2
Terms/Conditions of Employment*	0	1	0	0	0	0
Time and Attendance	0	0	0	0	1	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	3	1
Processing Time per 29 CFR § 1614.704(f)	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	0	562.75	329.25	279.50	214.75	223.25
Average number of days in final action	0	98.00	54.00	33.50	43.00	28.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	412.67	383.00	310.00	235.13	223.25
Average number of days in final action	0	98.00	12.00	38	25.50	28.00
Complaint pending during fiscal year where hearing was not requested						

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Average number of days in investigation	0	1,013.00	168.00	188.00	174.00	0.00
Average number of days in final action	0	0	96.00	0	54.67	0.00
Complaints Dismissed by Agency <i>per 29 CFR § 1614.704(g)</i>	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
Total Complaints Dismissed by Agency	2	1	3	0	0	1
Average days pending prior to dismissal	686	63	1,107	0	0	26.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	1	0	0	1
Total Final Agency Actions Finding Discrimination <i>per 29 CFR § 1614.704(i)</i>	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
	#	%	#	%	#	%
Total Number Findings	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 <i>per 29 CFR § 1614.704(j)</i>	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
<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	

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Findings of Discrimination Rendered by Issue <i>per 29 CFR § 1614.704(k)</i>	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 09-30	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
	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							2025 Thru 09-30	
				2020	2021	2022	2023	2024				
Total complaints from previous Fiscal Years				5	5	3	5	7	7			
Total Complainants				5	5	3	5	7	6			
Number complaints pending												
Investigation				3	0	0	0	0	0			
ROI issued, pending Complainant's action				0	0	0	0	0	0			
Hearing				0	4	3	5	6	7			
Final Agency Action				0	1	0	0	1	0			
Appeal with EEOC Office of Federal Operations				2	1	1	0	2	0			
Complaint Investigations <i>per 29 CFR § 1614.704(m)</i>				Comparative Data								
				Previous Fiscal Year Data							2025 Thru 09-30	
				2020	2021	2022	2023	2024				
Pending Complaints Where Investigations Exceed Required Time Frames				5	0	0	0	0	0			