

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

National Reconnaissance Office

For 1st Quarter 2026 for period ending December 31, 2025

Complaint Activity <i>per 29 CFR § 1614.704(a-c)</i>	Comparative Data					
	Previous Fiscal Year Data					2026 Thru 12-31
	2021	2022	2023	2024	2025	
Number of Complaints Filed	3	10	9	7	3	1
Number of Complainants	3	10	9	6	3	1
Repeat Filers	0	0	0	1	0	0
Complaints by Basis <i>per 29 CFR § 1614.704(d)</i>	Comparative Data					
	Previous Fiscal Year Data					2026 Thru 12-31
	2021	2022	2023	2024	2025	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	1	6	4	0	0
Color	0	0	2	4	0	0
Religion	0	4	2	0	0	0
Reprisal	1	8	2	5	3	0
Sex	2	2	3	2	2	1
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	0	1	1	0	0	0
Disability	0	6	2	5	0	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	0

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Complaints by Issue <i>per 29 CFR § 1614.704(e)</i>	Comparative Data					
	Previous Fiscal Year Data					2026 Thru 12-31
	2021	2022	2023	2024	2025	
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.						
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
Disciplinary Action						
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
Disciplinary Warning**	0	0	0	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	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	7	5	6	3	1
Sexual	1	0	0	0	1	0
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	2	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	1	0	0	0	1	0
Reasonable Accommodation Disability	0	2	1	3	0	0
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	0
Terms/Conditions of Employment*	1	0	0	0	0	0
Time and Attendance	0	0	0	1	0	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	3	1	1
Processing Time <i>per 29 CFR § 1614.704(f)</i>	Comparative Data					
	Previous Fiscal Year Data					2026 Thru 12-31
	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	0.00
Average number of days in final action	98.00	54.00	33.50	43.00	28.00	29.00
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	0.00
Average number of days in final action	98.00	12.00	38	25.50	28.00	29.00
Complaint pending during fiscal year where hearing was not requested						

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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	96.00	0	54.67	0.00	0.00						
Complaints Dismissed by Agency <i>per 29 CFR § 1614.704(g)</i>	Comparative Data											
	Previous Fiscal Year Data										2026 Thru 12-31	
	2021	2022	2023	2024	2025							
Total Complaints Dismissed by Agency	1	3	0	0	1	0						
Average days pending prior to dismissal	63	1,107	0	0	26	0.00						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	1	0	0	1	0						
Total Final Agency Actions Finding Discrimination <i>per 29 CFR § 1614.704(i)</i>	Comparative Data											
	Previous Fiscal Year Data										2026 Thru 12-31	
	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 <i>per 29 CFR § 1614.704(j)</i>	Comparative Data											
	Previous Fiscal Year Data										2026 Thru 12-31	
	2021	2022	2023	2024	2025							
<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	

Findings of Discrimination Rendered by Issue <i>per 29 CFR § 1614.704(k)</i>	Comparative Data												
	Previous Fiscal Year Data										2026 Thru 12-31		
	2021		2022		2023		2024		2025		#	%	
	#	%	#	%	#	%	#	%	#	%			
	0		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										2026 Thru 12-31		
	Previous Fiscal Year Data					2026 Thru 12-31							
	2021	2022	2023	2024	2024								
Total complaints from previous Fiscal Years	5	3	5	7	7	7							
Total Complainants	5	3	5	7	6	6							
Number complaints pending													
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	7							
Final Agency Action	1	0	0	1	0	0							
Appeal with EEOC Office of Federal Operations	1	1	0	2	0	2							
Complaint Investigations <i>per 29 CFR § 1614.704(m)</i>													
	Comparative Data										2026 Thru 12-31		
	Previous Fiscal Year Data					2026 Thru 12-31							
	2021	2022	2023	2024	2025								
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0							