

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

## National Reconnaissance Office

For 3rd Quarter 2023 for period ending June 30, 2023

Complaint Activity <i>per 29 CFR § 1614.704(a-c)</i>	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	3	5	1	3	10	5
Number of Complainants	3	5	1	3	10	5
Repeat Filers	0	0	0	0	0	0
Complaints by Basis <i>per 29 CFR § 1614.704(d)</i>	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	2	0	1	1	2
Color	1	0	0	0	0	1
Religion	0	0	0	0	4	1
Reprisal	3	3	0	1	8	1
Sex	0	3	0	2	2	2
PDA	0	0	0	0	0	0
National Origin	1	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	1	1	1	0	1	1
Disability	0	2	0	0	6	0

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Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	0	0
<b>Complaints by Issue</b> <i>per 29 CFR § 1614.704(e)</i>	<b>Comparative Data</b>					<b>2023 Thru 06- 30</b>
	<b>Previous Fiscal Year Data</b>					
<b>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.</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	0	1	0	0	0	0
Assignment of Duties*	0	0	1	0	2	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**	0	0	0	1	0	0
Suspension	0	0	0	0	0	0
Removal	1	1	0	0	2	0
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	2	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	2	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	0	0	2	7	2
Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0

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Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	2	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	1	0	1	0	0
Reasonable Accommodation Disability	0	1	0	0	2	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	1	0	1	2	2
Terms/Conditions of Employment*	0	0	0	1	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	2	0
<b>Processing Time</b> <i>per 29 CFR § 1614.704(f)</i>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 06-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	304.00	259.50	0	562.75	329.25	215.00
Average number of days in final action	0	0	0	98.00	54.00	33.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	0	0	412.67	383.00	228.50
Average number of days in final action	0	0	0	98.00	12.00	38
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	304.00	259.50	0	1,013.00	168.00	188.00

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Average number of days in final action	0	0	0	0	96.00	0						
<b>Complaints Dismissed by Agency</b> <i>per 29 CFR § 1614.704(g)</i>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 06-30</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total Complaints Dismissed by Agency	1	2	2	1	3	0						
Average days pending prior to dismissal	64	536	686	63	1107	0						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	1	0	0	0	1	0						
<b>Total Final Agency Actions Finding Discrimination</b> <i>per 29 CFR § 1614.704(i)</i>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 06-30</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
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
<b>Findings of Discrimination Rendered by Basis</b> <i>per 29 CFR § 1614.704(j)</i>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 06-30</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		0	
<b>Findings of Discrimination Rendered by Issue</b> <i>per 29 CFR § 1614.704(k)</i>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023 Thru 06-30</b>	
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
	#	%	#	%	#	%	#	%	#	%	#	%

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<b>Pending Complaints Filed in Previous Fiscal Years by Status</b> <i>per 29 CFR § 1614.704(l)</i>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 06-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total complaints from previous Fiscal Years	5	7	5	5	3	5
Total Complainants	5	7	5	5	3	5
<b>Number complaints pending</b>						
Investigation	1	1	3	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	3	0	4	3	5
Final Agency Action	1	0	0	1	0	0
Appeal with EEOC Office of Federal Operations	2	2	2	1	1	1
<b>Complaint Investigations</b> <i>per 29 CFR § 1614.704(m)</i>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 06-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	2	5	5	0	0	1

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