

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

## National Reconnaissance Office

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity <i>per 29 CFR § 1614.704(a-c)</i>	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	3	5	1	3	10	2
Number of Complainants	3	5	1	3	10	1
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 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	1	2	0	1	1	0
Color	1	0	0	0	0	0
Religion	0	0	0	0	4	2
Reprisal	3	3	0	1	8	0
Sex	0	3	0	2	2	0
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
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					2023 Thru 03-31
<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>	2018	2019	2020	2021	2022	
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	0
Sexual	0	0	0	1	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	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	0
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
Processing Time per 29 CFR § 1614.704(f)	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
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	19.00
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	19.00
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
Average number of days in final action	0	0	0	0	96.00	0
Complaints Dismissed by Agency per 29 CFR § 1614.704(g)	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	1	2	2	1	3	0
Average days pending prior to dismissal	64	536	686	63	1107	0

## Complaints Withdrawn by Complainants

Total Complaints Withdrawn by Complainants

1

0

0

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1

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### Total Final Agency Actions Finding Discrimination

*per 29 CFR § 1614.704(i)*

#### Comparative Data

#### Previous Fiscal Year Data

**2023  
Thru  
03-31**

**2018**

**2019**

**2020**

**2021**

**2022**

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Total Number Findings

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Without Hearing

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With Hearing

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### Findings of Discrimination Rendered by Basis

*per 29 CFR § 1614.704(j)*

#### Comparative Data

#### Previous Fiscal Year Data

**2023  
Thru  
03-31**

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*

**2018**

**2019**

**2020**

**2021**

**2022**

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Total Number Findings

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Race

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Findings After Hearing

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Race

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Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

**Starting in FY2022, issues marked with:\* are reported under Other Terms / Conditions of Employment.\*\* are reported under Other Disciplinary Actions.**

[illegible]

[illegible]

[illegible]



Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	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											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	5	7	5	5	3	8						
Total Complainants	5	7	5	5	3	8						
Number complaints pending												
Investigation	1	1	3	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						

Hearing	3	3	0	4	3	6
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 03-31</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