



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

Pursuant to Section 301 of the [Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002](#) (the No Fear Act), the NRC has posted [summary statistical data](#) pertaining to complaints of employment discrimination filed by employees, former employees and applicants for employment under [29 CFR Part 1614](#). The specific data posted is described in section 301(b) of the Act and 29 CFR 1614.704.

**NRC Discrimination Complaint Activity  
FY 2013 - FY 2018**



| <b>29 CFR 1614.704(a) - (c)</b>                              | <b><u>29 CFR 1614.705</u> Comparative Data<br/>Previous Fiscal Year Data</b> |             |             |             |             |             |
|--|--|-------------|-------------|-------------|-------------|-------------|
| <b>Complaint Activity</b>                                    | <b>2018<br/>2<sup>nd</sup> Qtr</b>   | <b>2017</b> | <b>2016</b> | <b>2015</b> | <b>2014</b> | <b>2013</b> |
| Number of Complaints Filed in FY <a href="#">1614.704(a)</a> | 9  | 19          | 17          | 22          | 17          | 11          |
| Number of Complainants <a href="#">1614.704(b)</a>           | 9  | 18          | 17          | 22          | 17          | 11          |
| Repeat Filers <a href="#">1614.704(c)</a>                    | 0  | 0           | 0           | 0           | 0           | 0           |

| <b><u>29 CFR 1614.704(d)</u></b>                    | <b>29 CFR 1614.705 Comparative Data<br/>Previous Fiscal Year Data</b> |             |             |             |             |             |
|---|---|-------------|-------------|-------------|-------------|-------------|
| <b>Complaint by Basis</b>                           | <b>2018</b>   | <b>2017</b> | <b>2016</b> | <b>2015</b> | <b>2014</b> | <b>2013</b> |
| Race  | 4   | 4           | 6           | 11          | 9           | 6           |
| Color   | 1   | 1           | 3           | 2           | 1           | 1           |
| Religion  | 0   | 1           | 2           | 2           | 3           | 2           |
| National Origin                                     | 2   | 1           | 5           | 2           | 4           | 1           |
| Sex (including complaint filed under Equal Pay Act) | 4   | 10          | 8           | 12          | 8           | 4           |
| Disability  | 2   | 6           | 3           | 3           | 4           | 2           |
| Age   | 6   | 13          | 9           | 13          | 10          | 6           |
| Reprisal  | 3   | 11          | 8           | 10          | 5           | 7           |
| Other   | 0   | 1           | 0           | 0           | 0           | 0           |

| <a href="#">29 CFR 1614.704(e)</a> | 29 CFR 1614.705 Comparative Data<br>Previous Fiscal Year Data |      |      |      |      |      |
|------------------------------------|---|------|------|------|------|------|
| Complaint by Issue                 | 2018<br>2 <sup>nd</sup> Qtr                                   | 2017 | 2016 | 2015 | 2014 | 2013 |
| Appointment/Hire                   | 0   | 0    | 0    | 0    | 1    | 0    |
| Assignment of Duties               | 1   | 9    | 6    | 6    | 9    | 4    |
| Awards                             | 0   | 4    | 0    | 3    | 5    | 4    |
| Conversion to Full-time            | 0   | 0    | 0    | 0    | 0    | 0    |
| <b>Disciplinary Action</b>         |   |      |      |      |      |      |
| Demotion                           | 0   | 0    | 0    | 0    | 0    | 1    |
| Reprimand                          | 0   | 0    | 0    | 0    | 0    | 0    |
| Suspension                         | 0   | 1    | 0    | 0    | 0    | 1    |
| Removal                            | 0   | 2    | 0    | 0    | 0    | 0    |
| Other                              | 0   | 1    | 0    | 1    | 0    | 0    |
| Duty Hours                         | 0   | 0    | 0    | 0    | 0    | 0    |
| Evaluation Appraisal               | 2   | 5    | 10   | 9    | 7    | 8    |
| Examination/Test                   | 0   | 0    | 0    | 0    | 0    | 0    |
| <b>Harassment</b>                  |   |      |      |      |      |      |
| Non-Sexual                         | 4   | 8    | 11   | 10   | 8    | 8    |
| Sexual                             | 0   | 0    | 5    | 2    | 0    | 0    |
| Medical Examination                | 0   | 0    | 0    | 0    | 0    | 0    |
| Pay (Including Overtime)           | 0   | 0    | 0    | 1    | 0    | 0    |
| Promotion/Non-Selection            | 3   | 5    | 10   | 4    | 2    | 7    |
| <b>Reassignment</b>                |   |      |      |      |      |      |
| Denied                             | 0   | 0    | 0    | 0    | 0    | 1    |
| Directed                           | 0   | 4    | 1    | 2    | 0    | 0    |
| Reasonable Accommodation           | 2   | 3    | 0    | 2    | 1    | 1    |
| Reinstatement                      | 0   | 0    | 0    | 0    | 0    | 0    |
| Retirement                         | 0   | 0    | 0    | 0    | 0    | 0    |
| Termination                        | 1   | 0    | 0    | 0    | 0    | 0    |
| Terms/Conditions of Employment     | 0   | 2    | 0    | 1    | 0    | 2    |
| Time and Attendance                | 1   | 3    | 5    | 4    | 4    | 4    |
| Training                           | 2   | 2    | 1    | 5    | 0    | 1    |
| Sex Stereotyping                   | 0   | 0    | 0    | 0    | 0    | 0    |
| Other                              | 0   | 2    | 1    | 5    | 0    | 2    |

| <a href="#">29 CFR 1614.704 (f)</a>   |                                | Average Days |
|---|--------------------------------|--------------|
| Processing Time a...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year...e |                                |              |
| All complaints pending in Investigative State   | <a href="#">1614.704(f)(1)</a> | 275          |
| All complaints pending in Final Agency Decision/Action Stage  |                                | 0            |
| All complaints pending in which Hearing was not requested   | <a href="#">1614.704(f)(2)</a> | 358          |
| Time in Investigation Stage   |                                | 0            |
| Time to issue Final Agency Action   |                                | 0            |
| All complaints pending in which a Hearing was requested   | <a href="#">1614.704(f)(3)</a> | 247          |
| Time in Investigation Stage   |                                | 275          |
| Time to issue Final Agency Action   |                                | 0            |
|   |                                |              |

| <a href="#">29 CFR 1614.704(g)</a>      | 29 CFR 1614.705 Comparative Data<br>Previous Fiscal Year Data |      |      |      |      |      |
|---|---|------|------|------|------|------|
| Complaint Dismissed by Agency           | 2018  | 2017 | 2016 | 2015 | 2014 | 2013 |
| Total Complaints Dismissed by Agency    | 2   | 6    | 1    | 0    | 2    | 1    |
| Average days pending prior to dismissal | 224   | 298  | 180  | 0    | 114  | 74   |

| <a href="#">29 CFR 1614.704(h)</a>  | 29 CFR 1614.705 Comparative Data<br>Previous Fiscal Year Data |      |      |      |      |      |
|---|---|------|------|------|------|------|
| Complaint Withdrawn by Complainants Pursuant to <a href="#">1614.107(a)</a> | 2018  | 2017 | 2016 | 2015 | 2014 | 2013 |
| Total Complaints Withdrawn  | 0   | 1    | 1    | 3    | 0    | 0    |

| <a href="#">29 CFR 1614.704(i)</a>                   | 29 CFR 1614.705 Comparative Data |   |      |   |      |   |      |   |      |   |      |   |
|--|----------------------------------|---|------|---|------|---|------|---|------|---|------|---|
| Total Final Agency Actions Finding Discrimination    | 2018                             |   | 2017 |   | 2016 |   | 2015 |   | 2014 |   | 2013 |   |
|  | #                                | % | #    | % | #    | % | #    | % | #    | % | #    | % |
| Total Number Findings <a href="#">1614.704(i)(1)</a> | 0                                |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Without Hearing <a href="#">1614.704(i)(2)</a>       | 0                                |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   |
| With Hearing <a href="#">1614.704(i)(3)</a>          | 0                                |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   |

| <a href="#">29 CFR 1614.704(j)</a> | 29 CFR 1614.705 Comparative Data<br>Previous Fiscal Year Data |
|------------------------------------|---|
|                                    |   |





| <a href="#">29 CFR 1614.704(l)</a>  | 29 CFR 1614.705 Comparative Data<br>Previous Fiscal Year Data |      |      |      |      |      |
|---|---|------|------|------|------|------|
| Complaints Pending From Previous Fiscal Years by Status   | 2018  | 2017 | 2016 | 2015 | 2014 | 2013 |
| Total complaints from previous Fiscal Years<br><a href="#">1614.704(l)(1)</a>                     | 9   | 9    | 8    | 0    | 0    | 3    |
| Total Complainants <a href="#">1614.704(l)(2)</a>   | 8   | 9    | 8    | 13   | 9    | 3    |
| <b>Number of all pending complaints from previous Fiscal Years <a href="#">1614.704(l)(3)</a></b> |   |      |      |      |      |      |
| Investigation   | 3   | 0    | 1    | 0    | 0    | 0    |
| ROI issued, pending Complainant's action  | 0   | 0    | 0    | 0    | 0    | 0    |
| Hearing   | 6   | 9    | 8    | 4    | 2    | 2    |
| Final Agency Action   | 0   | 0    | 1    | 1    | 0    | 0    |
| <b>Number of closed complaints pending <a href="#">1614.704(k)(3)</a></b>                         |   |      |      |      |      |      |
| Appeal with EEOC Office of Federal Operations   | 5   | 2    | 0    | 4    | 2    | 3    |

| <a href="#">29 CFR 1614.704(l)</a>               | 29 CFR 1614.705 Comparative Data<br>Previous Fiscal Year Data |      |      |      |      |      |
|--|---|------|------|------|------|------|
| Complaint Investigations                         | 2018  | 2017 | 2016 | 2015 | 2014 | 2013 |
| Number Pending Completion of Investigation       | 0   | 0    | 0    | 0    | 0    | 0    |
| Pending Investigations Over Required Time Frames | 0   | 0    | 0    | 0    | 0    | 0    |