



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 2011 - FY 2016



29 CFR 1614.704(a) - (c)	<u>29 CFR 1614.705</u> Comparative Data Previous Fiscal Year Data					
Complaint Activity	2016	2015	2014	2013	2012	2011
Number of Complaints Filed in FY 1614.704(a)	17	22	17	11	16	17
Number of Complainants 1614.704(b)	17	22	17	11	16	16
Repeat Filers 1614.704(c)	0	0	0	0	0	1

<u>29 CFR 1614.704(d)</u>	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data					
Complaint by Basis	2016	2015	2014	2013	2012	2011
Race	6	11	9	6	6	6
Color	3	2	1	1	2	0
Religion	2	2	3	2	1	1
National Origin	5	2	4	1	0	5
Sex (including complaint filed under Equal Pay Act)	8	12	8	4	8	4
Disability	3	3	4	2	5	5
Age	9	13	10	6	5	10
Reprisal	8	10	5	7	9	9
Other	0	0	0	0	2	0

<u>29 CFR 1614.704(e)</u>	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data					
Complaint by Issue	2016	2015	2014	2013	2012	2011
Appointment/Hire	0	0	1	0	0	2
Assignment of Duties	5	6	9	4	4	5
Awards	0	3	5	4	3	4
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	0	0	0	0	1
Suspension	1	0	0	0	1	0
Removal	2	0	0	0	0	1
Other	1	0	1	0	0	2
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	5	10	9	7	8	9
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	8	11	10	8	8	7
Sexual	0	5	2	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	0	0	2
Promotion/Non-Selection	5	10	4	2	7	5
Reassignment						
Denied	0	0	0	0	1	0
Directed	3	1	2	0	0	0
Reasonable Accommodation	3	0	2	1	1	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	1
Terms/Conditions of Employment	1	0	1	0	2	2
Time and Attendance	3	5	4	4	4	0
Training	1	1	5	0	1	1
Other	4	3	1	0	1	5

29 CFR 1614.704 (f)			
Processing Time .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		FY 2016	
		Number	Average Days
All complaints pending in Investigative State	1614.704(f)(1)	11	224
All complaints pending in Final Agency Decision/Action Stage		2	59
All complaints pending in which Hearing was not requested	1614.704(f)(2)	3	253
Time in Investigation Stage		3	253
Time to issue Final Agency Action		2	59
All complaints pending in which a Hearing was requested	1614.704(f)(3)	8	189
Time in Investigation Stage		8	189
Time to issue Final Agency Action		0	0

29 CFR 1614.704(g)	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data					
Complaint Dismissed by Agency	2016	2015	2014	2013	2012	2011
Total Complaints Dismissed by Agency	1	0	2	1	0	1
Average days pending prior to dismissal	180	0	114	74	0	0

29 CFR 1614.704(h)	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data					
Complaint Withdrawn by Complainants Pursuant to 1614.107(a)	2016	2015	2014	2013	2012	2011
Total Complaints Withdrawn	1	3	0	0	2	1

29 CFR 1614.704(i)	29 CFR 1614.705 Comparative Data											
Total Final Agency Actions Finding Discrimination	2016		2015		2014		2013		2012		2011	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 1614.704(i)(1)	0		0		0		0		0		0	
Without Hearing 1614.704(i)(2)	0		0		0		0		0		0	
With Hearing 1614.704(i)(3)	0		0		0		0		0		0	

<u>29 CFR 1614.704(j)</u>	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data											
Findings of Discrimination Rendered by Basis	2016 Qtr3		2015		2014		2013		2012		2011	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings <u>1614.704(j)(1)</u>	0		0		0		0		0		0	
Number of Finds Rendered Without Hearing <u>1614.704(j)(2)</u>	0		0		0		0		0		0	
Number of Finds Rendered After Hearing <u>1614.704(j)(3)</u>	0		0		0		0		0		0	
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Sex (include Equal Pay Act)	0		0		0		0		0		0	
Disability	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	

29 CFR 1614.704(k)	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue	2016 Qtr3		2015		2014		2013		2012		2011	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 1614.704(k)(1)	0		0		0		0		0		0	
Findings Without Hearing 1614.704(k)(2)	0		0		0		0		0		0	
Findings After Hearing 1614.704(k)(3)	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0	
Demotion	0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment	0		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0	
Sexual	0		0		0		0		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		0		0	
Reassignment	0		0		0		0		0		0	
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	0		0		0		0		0		0	
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0	
Training	0		0		0		0		0		0	
Other	0		0		0		0		0		0	

29 CFR 1614.704(l)	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data					
Complaints Pending From Previous Fiscal Years by Status	2016	2015	2014	2013	2012	2011
Total complaints from previous Fiscal Years 1614.704(l)(1)	8	0	0	3	5	2
Total Complainants 1614.704(l)(2)	8	13	9	3	3	2
Number of all pending complaints from previous Fiscal Years 1614.704(l)(3)						
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	8	4	2	2	4	6
Final Agency Action	1	1	0	0	0	0
Number of closed complaints pending 1614.704(k)(3)						
Appeal with EEOC Office of Federal Operations	0	4	2	3	5	5

29 CFR 1614.704(l)	29 CFR 1614.705 Comparative Data Previous Fiscal Year Data					
Complaint Investigations	2016	2015	2014	2013	2012	2011
Number Pending Completion of Investigation	0	0	0	0	0	6
Pending Investigations Over Required Time Frames	0	0	0	0	2	2