



Notification and Federal Employee Antidiscrimination and Retaliation Act Report

FISCAL YEAR 2025



NRC Headquarters is located in Rockville, Maryland.

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I. Executive Summary

The U.S. Nuclear Regulatory Commission (NRC) provides its annual “Notification and Federal Employee Antidiscrimination and Retaliation Act Report” to Congress for fiscal year (FY) 2025, as required by section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law (Pub. L.) 107-174. This report summarizes the agency’s activities to ensure accountability for anti-discrimination and whistleblower laws related to employment.

The NRC Headquarters is located in Rockville, Maryland, with regional offices located in King of Prussia, Pennsylvania; Atlanta, Georgia; Naperville, Illinois; and Arlington, Texas. The NRC Technical Training Center is in Chattanooga, Tennessee, and NRC resident inspectors are stationed at operating nuclear power plants and Category I fuel cycle facilities throughout the country. With staff working at these different locations, the agency must be especially attentive to providing all employees proper notification of their rights under the No FEAR Act through its policies and procedures, online training, and agency network announcements. The agency continues to be successful in this regard.

During FY 2025, the agency processed 48 equal employment opportunity (EEO) inquiries (i.e., requests for information from individuals about the EEO complaint process or an assessment of their options available within the agency), 16 pre-complaints (informal), and 10 new formal complaints. The Office of Small Business and Civil Rights (SBCR) closed 10 formal complaints during FY 2025.¹ The agency’s resolution rate for formal complaints that were ultimately filed was 82 percent, a positive increase from 62 percent in FY 2024.

During FY 2025, there were zero pending civil actions before U.S. District Courts. Eighteen claims of Anti-Harassment Policy violations were filed. Of the 18 claims raised, nine were closed in FY 2025 with no findings, two were withdrawn, two resulted in findings, and three remain in process.

¹ These data are derived from part II of the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (Form 462), filed with the Equal Employment Opportunity Commission (EEOC) on December 10, 2025, for FY 2025.

II. Introduction

The NRC is an independent agency established by the Energy Reorganization Act of 1974. It began operations in 1975 as a successor to the licensing and regulatory activities of the Atomic Energy Commission. The agency is headed by five Commissioners who are appointed by the President of the United States and confirmed by the U.S. Senate to serve staggered 5-year terms. The President designates one of the Commissioners to serve as the Chairman. The Commission formulates policies and regulations governing nuclear reactor and materials safety, issues orders to licensees, and adjudicates legal matters brought before it. The Executive Director for Operations (EDO) carries out the policies and decisions of the Commission and directs the activities of the program offices.

The NRC protects public health and safety and advances the Nation's common defense and security by enabling the safe and secure use of civilian nuclear energy technologies and radioactive materials through efficient and reliable licensing, oversight, and regulation for the benefit of society and the environment.

The EDO has delegated responsibility for the NRC's EEO Program to the Director of SBCR. SBCR leads efforts to ensure that the NRC complies with all Federal EEO laws and related civil rights protections; and administers an EEO complaint process under 29 CFR Part 1614, "Federal Sector Equal Employment Opportunity," and Equal Employment Opportunity Commission (EEOC) Management Directive 110, "Equal Employment Opportunity Management Directive for 29 C.F.R. Part 1614 (EEO-MD-110)," dated August 5, 2015 (MD-110), and provides a neutral forum for discussion, investigation, and resolution of all EEO matters.²

To meet agency objectives, SBCR assists the NRC's leadership in protecting and ensuring the principles of EEO for all employees by developing policies and procedures, generating workforce analyses, meeting reporting requirements, delivering briefings, processing EEO complaints, and submitting annual reports to internal and external customers, constituents, and other interested parties.³ As part of its responsibility for preparing the agency's annual No FEAR Act report, SBCR collaborates with the Office of the Inspector General, the Office of the Chief Human Capital Officer (OCHCO), and the Office of the General Counsel (OGC), all of which have major roles in implementing the No FEAR Act for the NRC.

Purpose of This Report

On May 15, 2002, President George W. Bush signed the No FEAR Act, which increases Federal agency accountability for acts of discrimination or reprisal against employees. This Act, which took effect on October 1, 2003, makes Federal agencies individually accountable for violations of antidiscrimination and whistleblower protection laws related to employment. It ensures that employees, applicants for employment, and former employees know their rights under anti-discrimination laws and the Whistleblower Protection Act. Section 203 of the No FEAR Act specifically requires, not later than 180 days after the end of each FY, each Federal agency must submit an annual report with specific information relating to each agency's EEO complaints activity to the Speaker of the House of Representatives, the President pro tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on

² See 29 CFR 1614.102(b)(4); EEOC MD-110, I, III(A) (2015).

³ See 29 CFR 1614.102, "Agency program."

Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the EEOC, and the Attorney General.

Regulations from the U.S. Office of Personnel Management (OPM) implementing the No FEAR Act, in Title 5 of the *Code of Federal Regulations* (5 CFR) Part 724, "Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002," Subpart C, "Annual Report," also require the submission of this annual report to the Director of OPM.

The annual No FEAR Act report must provide the following information:

- Final year-end summary data related to the agency's EEO complaint activity for the fiscal year.
- The number, status, and disposition of Federal court cases, pending or resolved, arising under the laws covered by the No FEAR Act.
- Judgment Fund reimbursements and adjustments to the NRC budget to meet reimbursement requirements.
- The number and type of disciplinary actions related to discrimination, retaliation, or harassment, and the NRC's policy relating to appropriate disciplinary action.
- The agency's No FEAR Act training plan.
- An analysis of trends, causation, and practical knowledge gained through experience.
- Actions planned or taken to improve the NRC's discrimination complaint program.

No FEAR Act Legal Coverage

The laws covered in the No FEAR Act include the following:

- Title VII of the Civil Rights Act of 1964, as amended, as it applies to Federal agencies, 42 U.S.C. § 2000e-16 (race, color, religion, sex, national origin, and reprisal).
- Age Discrimination in Employment Act of 1967, as amended, as it applies to Federal Government employment, 29 U.S.C. § 633 a) age (40 and over) and reprisal).
- Equal Pay Act of 1963, as amended, 29 U.S.C. § 206(d) (sex-based wage differentials and reprisal).
- Section 501 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 (physical and mental disabilities and reprisal).
- Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff, et seq. (genetic information about an individual or an individual's family members and reprisal).
- Civil Service Reform Act of 1978, 5 U.S.C. § 2302 (prohibited personnel practices in connection with whistleblowing).
- Whistleblower Protection Act of 1989, 5 U.S.C. § 2302(b), Pub. L. 101-12, as amended

(protects Federal whistleblowers who work for the Federal Government and report the possible existence of an activity constituting a violation of law, rules, or regulations or mismanagement, gross waste of funds, abuse of authority, or a substantial and specific danger to public health and safety).

- Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 (amends the No FEAR Act to strengthen Federal antidiscrimination laws enforced by the EEOC and expand accountability within the Federal Government).

III. EEO Complaint Data and Analysis

As required by the No FEAR Act, the NRC promptly posts and displays a link to its No FEAR Act data on its public website ([No FEAR Act](#)). The agency updates this information no later than 30 calendar days after the end of each quarter.

This annual “Notification and Federal Employee Antidiscrimination and Retaliation Act Report” to Congress for FY 2025 covers the period from October 1, 2024, to September 30, 2025. The following sections provide more information on the informal and formal complaints filed against the agency.

Pre-complaint Data and Alternative Dispute Resolution

Information on pre-complaints (i.e. informal complaints) is not a required element of the No FEAR Act quarterly data reports but is included here to provide additional context and present overall trends in EEO complaint activity. Information and data related to informal complaint activities can be found in the “Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints” (Form 462 report) required by the EEOC.

During FY 2025, the agency employed 2,677 permanent employees. Sixteen pre-complaints (informal) were initiated, and three pre-complaints existed at the beginning of the reporting period (i.e., remained from the previous FY), for a total of 19 pre-complaints. The agency closed 16 pre-complaints during the FY.⁴ These 16 pre-complaints represent 0.71 percent of the agency’s total permanent workforce (see table 1).

Table 1. Percentage of Workforce in Pre-complaint Data

Fiscal Year	Total Workforce	Total Pre-complaints	Percentage of Workforce
2021	2,681	22	0.82%
2022	2,716	22	0.81%
2023	2,770	21	0.76%
2024	2,830	23	0.81%
2025	2,677	16	0.71%

From 2021 through 2024, the number of pre-complaints fluctuated but generally remained under 25 for any given year. In a few unique cases, the agency offered alternative dispute resolution (ADR) to counselees during the pre-complaint process. As table 2 shows, elections of ADR can vary greatly. The NRC strives for a participation rate of at least 50 percent, although the choice

⁴ Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (Form 462): Parts I and III

to elect ADR is always at the discretion of the counselee. An upward trend in ADR began in FY 2023, suggesting a shift toward ADR as a method for resolving pre-complaint issues (see table 2). Although the agency fell short in 2025, the agency continues to promote the program in alignment with the goal and continues to make ADR a valuable resource for resolving pre-complaints moving into FY 2026.

Table 2. Pre-complaints Closed and ADR Elected in FY 2021–FY 2025

Pre-complaint Activity	2021	2022	2023	2024	2025
Closed	22	22	21	23	16
Withdrawn/No Formal Complaint Filed	4	6	4	6	5
ADR Offered by Agency	22	20	19	20	13
ADR Rejected by Individual (Counselee)	14	18	9	10	8
Elected ADR	8	2	10	10	5
Participation Rate	36%	10%	53%	50%	38%

Of the 19 pre-complaints, 16 were completed during FY 2025, including five that were withdrawn. This is average for the FY, with the past five years showing between four and six withdrawals per year.

Formal Complaint Data

Ten formal EEO complaints were filed in FY 2025, as shown in table 3. This is a decrease in complaint activity from FY 2024.

Case 1: The complainant filed a formal complaint of discrimination based on reprisal (prior EEO activity) when they were allegedly subjected to a hostile work environment for participation in the agency’s Anti-Harassment Program. The complaint is pending an EEOC hearing.

Case 2: The complainant filed a formal complaint of discrimination based on sex when they were allegedly subjected to a hostile work environment. The complaint was closed via settlement.

Case 3: The complainant filed a formal complaint of discrimination based on race, sex, age, reprisal, and parental status when they were allegedly subjected to a hostile work environment. Also at issue were time and attendance concerns and performance appraisal rating. The complaint was closed via settlement.

Case 4: The complainant filed a formal complaint of discrimination based on race, color, sex, and reprisal when they were allegedly subjected to a hostile work environment. Also at issue are performance appraisal rating, awards, and terms and conditions of employment. The complaint is currently under investigation.

Case 5: The complainant filed a formal complaint of discrimination based on race, disability, and reprisal when they were allegedly subjected to a hostile work environment. Also at issue are denial of a career-ladder promotion, revocation of telework, performance appraisal rating, and a proposal to remove. The complaint is currently under investigation.

Case 6: The complainant filed a formal complaint of discrimination based on race, sex, and age when they were allegedly subjected to a hostile work environment. At issue was constructive discharge. The complaint was closed via written Final Agency Decision/Procedural Dismissal.

Case 7: The complainant filed a formal complaint of discrimination based on disability and reprisal when they were allegedly subjected to a hostile work environment. Also at issue are denial of reasonable accommodation, assignment of duties, and time and attendance. The complaint is currently under investigation.

Case 8: The complainant filed a formal complaint of discrimination based on disability when they were denied a reasonable accommodation. This complaint was withdrawn.

Case 9: The complainant filed a formal complaint of discrimination based on disability and sex when they were allegedly subjected to a hostile work environment. This complaint was withdrawn.

Case 10: The complainant filed a formal complaint of discrimination based on race, color, sex, age, and reprisal (prior EEO activity) when they received a lower performance appraisal rating. This agency issued a written Final Agency Decision, which the complainant appealed to the Office of Federal Operations. That office issued a decision, and the complaint is now closed.

Table 3. Formal Complaints Filed Between FY 2021 and FY 2025

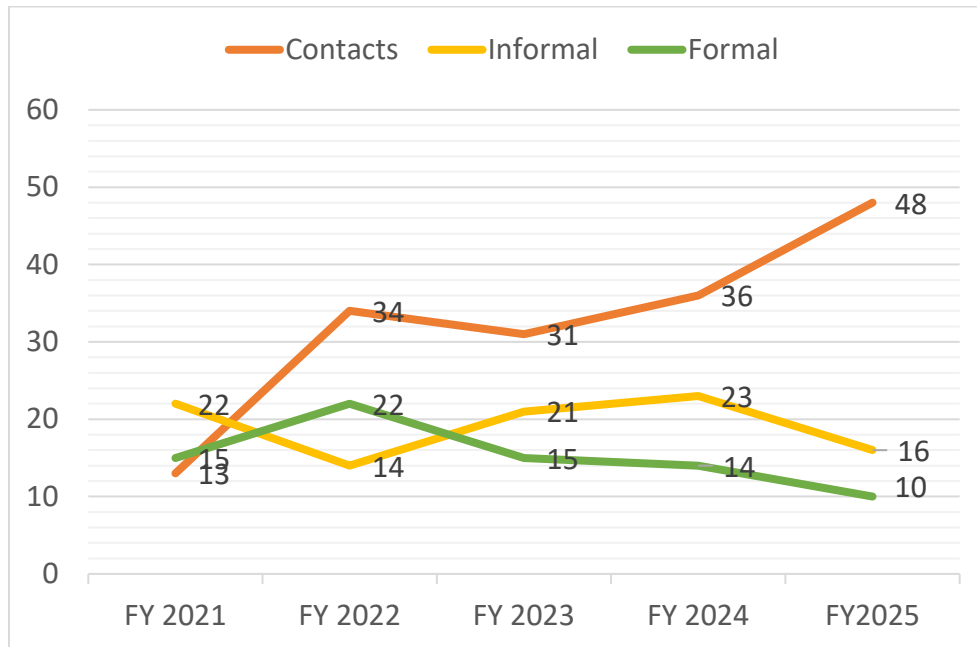
Formal Complaint Activity	2021	2022	2023	2024	2025
Complaints Filed	15	15	15	14	10
Number of Complainants	15	13	13	13	9
Repeat Filers	0	2	2	1	1
Total Workforce	2,861	2,716	2,770	2,830	2,677
Percentage of Total Workforce	0.52%	0.55%	0.54%	0.49%	0.37%

The agency also processed 48 EEO inquiries (i.e., requests from individuals for either information about the EEO complaint process or an assessment of their options available within the agency).⁵ This is a 33 percent increase over FY 2024, when the agency processed 36 EEO inquiries. Of the inquiries processed, only 16 resulted in an EEO pre-complaint, with only 10 counselees filing a formal complaint of discrimination. The agency’s resolution rate of formal complaints that were ultimately filed was 80 percent, an 18 percent increase in the resolution rate over FY 2024⁶ (see figure 1).

⁵ Data are collected from Tyler Technologies, Entellitrak system, “EEO Contact Report,” for FY 2025.

⁶ See NRC “Notification and Federal Employee Antidiscrimination and Retaliation Act Report, Fiscal Year 2024,” page 7.

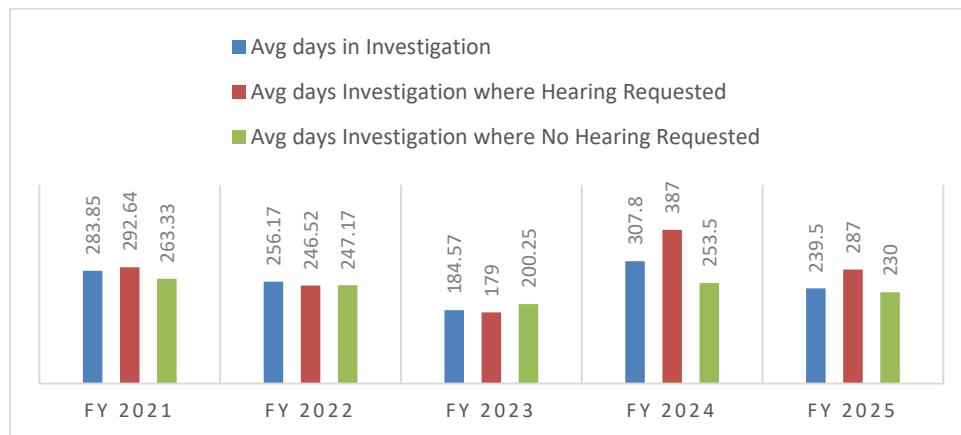
Figure 1 EEO contacts, pre-complaint (informal), and formal complaint activity



Information on investigations is not a required element of the No FEAR Act report; however, to provide additional context and present overall trends in the agency’s EEO complaint activity, the agency has attached its EEOC Form 462 report, which includes information on investigations.

During FY 2025, the agency completed six investigations in accordance with EEOC regulatory timeframes. Although the agency had one “late” investigation outside the EEOC regulatory timeframe, the agency has improved on its average days of investigation and average days for Final Actions (see figure 2).

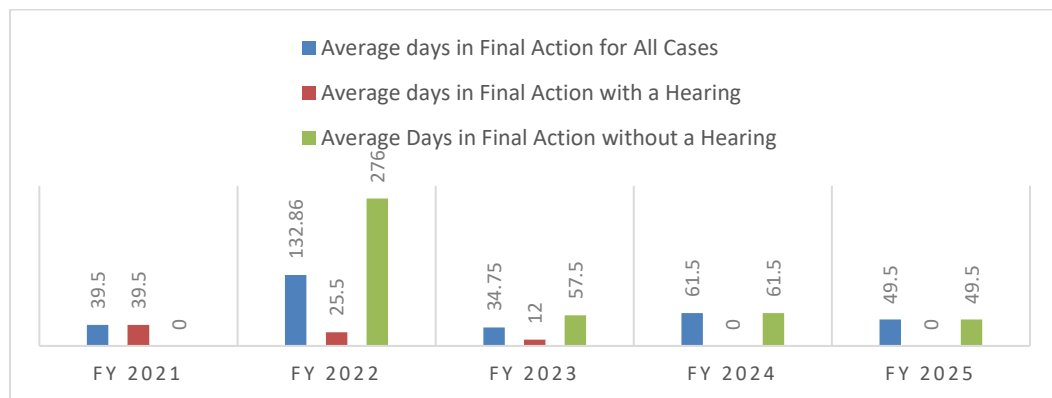
Figure 2 Processing times for investigations



At the conclusion of FY 2025, three complaints were pending investigation.⁷ Since each complaint involves unique facts and issues, complainants may elect to amend their complaints to include additional claims of reprisal (retaliation), which can lead to a longer period of investigation. The agency will continue to analyze each complaint for processing accuracy and improve its internal control measures to minimize processing times.

The agency also decreased the average number of days it took to reach an Agency Final Action in FY 2025. An Agency Final Action can be one of two actions, First, it may be a written Final Agency Decision, elected by a complainant or issued as a default (when no election is made). Second, an Agency Final Action may be action taken by the agency following a decision by an Administrative Judge at the EEOC. The agency decreased its average days in a pending final action in FY 2025 from FY 2024 and continues to examine ways to further reduce processing time (see figure 3).

Figure 3 Average days in final action



When looking at formal complaint closures, the agency dismissed two formal complaints, and three individuals withdrew in FY 2025. These numbers are aligned with the agency average for FY 2021–FY 2025 (see table 4).

Table 4. Complaints Dismissed or Withdrawn

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Total complaints dismissed by the agency	2	0	4	7	2
Average days pending before dismissal	266	0	92.5	142.29	283.5
Total complaints withdrawn by complainants	0	1	1	1	3

Bases and Issues in Formal Complaints

The FY 2025 complaint data show reprisal (retaliation), sex, and race were the most frequently filed bases for complaints. These three bases constituted 68 percent of the filings, as shown in table 5. Reprisal was the most cited basis (eight complaints), followed by sex (seven), and race

⁷ Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (Form 462), Part VIII.

(six). In FY 2024, sex was the most cited basis with 10 complaints, followed by reprisal (nine), and race (five).

Additionally, the data show that terms and conditions of employment tied with harassment (nonsexual), performance evaluation/appraisal, and time and attendance were the most common issues identified in the complaints filed (see table 5). Complaints may be filed alleging multiple bases and issues, and the sum of the bases reflected in the complaint data may not equal the total number of complaints filed.

Table 5. Historical Comparison Top Issues/Bases

Top Three Bases		Top Three Issues	
FY 2021		FY 2021	
Reprisal, Sex (Tie)	55%	Performance Appraisal/Evaluation, Harassment (Nonsexual) (Tie)	42%
Race, Age (Tie)	36%	Terms/Conditions of Employment	12%
Color	6%	Assignment of Duties	9%
FY 2022		FY 2022	
Race, Reprisal, Disability (Tie)	52%	Harassment (Nonsexual)	23%
Sex	15%	Time and Attendance	13%
Age	12%	Terms/Conditions of Employment	10%
FY 2023		FY 2023	
Race, Reprisal, Sex (Tie)	51%	Harassment (Nonsexual)	31%
Color, Age, Disability (Tie)	34%	Terms/Conditions of Employment	21%
Religion	9%	Performance Evaluation/Appraisal	10%
FY 2024		FY 2024	
Sex	26%	Terms Conditions of Employment	32%
Reprisal	23%	Promotion/ Nonselection	24%
Age	15%	Harassment (Nonsexual)	16%
FY 2025		FY 2025	
Reprisal	25%	Terms/Conditions of Employment, Harassment (Nonsexual) (Tie)	44%
Sex	22%	Performance Evaluation/Appraisal	15%
Race	21%	Time and Attendance	7%

As evidenced in table 5, the bases of race, reprisal, sex, and age are among the highest cited bases in the past 5 years' worth of data. In FY 2025, the top three bases constituted 68 percent of the formal complaints filed. While the top three issues vary a bit more, terms and conditions of employment, harassment (nonsexual), and performance appraisal/evaluations are constant.

In FY 2025, the top three issues constituted 66 percent of formal complaints filed, showing a greater variance in issues cited.

IV. Findings of Discrimination

As shown in table 6, there were no findings of discrimination in FY 2025, which continues the trend of no findings for the past 3 years.

Table 6. Findings of Discrimination from FY 2021–FY 2025

	Number of Findings	Bases	Issues
2021	0	-	-
2022	2	Reprisal Sex	Disciplinary Action: Suspension Promotion/ Nonselection
2023	0	-	-
2024	0	-	-
2025	0	-	-

V. Cases in Federal District Court

Section 203(a)(1) of the No FEAR Act requires the annual report of each agency to state the number of civil cases arising from the Whistleblower Protection Act and antidiscrimination laws, the status of such cases, and the amount of money reimbursed to the Judgment Fund. In FY 2025, data derived from reports submitted by OGC showed zero EEO lawsuits pending before a federal district court.

VI. Judgment Fund Reimbursement

Under the reporting requirements of 5 CFR Part 724, the NRC reports that, in FY 2025, the agency made no reimbursements to the Judgment Fund in connection with any lawsuits.

VII. Disciplinary Policy and Disciplinary Actions

Section 203(a)(6) of the No FEAR Act requires the annual report of each agency to describe the policy it implemented relating to appropriate disciplinary actions against a Federal employee who:

- (1) discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2); or
- (2) committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2)

Furthermore, section 203(a)(6) of the No FEAR Act requires that the agency report the number of employees disciplined in accordance with such policy and the specific nature of the disciplinary action.

On April 15, 2025, the Chief Human Capital Officer issued the updated “NRC Policy for Preventing and Eliminating Harassing Conduct in the Workplace”⁸ to agency employees through the agency’s announcement system. The policy statement informs employees that the Anti-Harassment Policy was updated to comply with executive actions and guidance issued earlier in 2025 and states the agency’s commitment to preventing harassment on all protected bases, including race, color, religion, sex, national origin, age, disability, and reprisal. The policy defines the responsibilities of managers and supervisors to prevent and promptly correct harassing conduct in the workplace and states that any agency employee found to have engaged in harassment or discrimination under this policy may be subject to disciplinary action. The policy will be revised in FY 2026 to include “pregnancy, childbirth, or related medical conditions,” consistent with EEOC regulations.

While implementation of the Anti-Harassment Policy is embedded within OCHCO, as recommended by the EEOC, SBCR and OCHCO leadership are assigned to separate programs, forming a firewall with distinctly separate supervisory chains. Nonetheless, the Director and the staff of SBCR work collaboratively with OCHCO staff and are obligated to make harassment referrals to OCHCO. All managers, supervisors, and team leaders are trained by SBCR and OCHCO on a variety of anti-discrimination topics. All staff members are required to maintain a workplace free of harassment.

During FY 2025, 18 claims of Anti-Harassment Policy violations were filed. The most frequently alleged basis for the claims was disability (five). Of the allegations raised, nine were closed out with no findings, two were withdrawn, two were not pursued as the alleged victim declined to provide information needed for investigation, and three remain in process. Disciplinary records show that two employees were disciplined for improper or illegal discrimination, reprisal, harassment, or other infractions prohibited by the No FEAR Act. These actions were taken under the agency’s Anti-Harassment Policy and not through the EEO complaint process. One individual received a proposed removal, while the other received a proposed suspension. Final action is still pending at the time of this report.

VIII. No FEAR Act Training Plan

The NRC adheres to the requirements of the No FEAR Act by providing biennial training for all employees, and each FY, an agencywide announcement is issued to all NRC employees regarding the required training. In addition, the agency issues its No FEAR Act notice annually to all employees through notifications on the NRC’s internal and public websites to announce the available rights and protections under Federal antidiscrimination and whistleblower protection laws.

In addition, the NRC’s public website (www.nrc.gov) contains No FEAR Act data and certain EEO information, including the EEO Program poster. Interested parties can also view information on requesting a reasonable accommodation, learning about agency counselors, and filing a complaint of discrimination or harassment, as well as a copy of the previous year’s No FEAR Act report.

Applicants for employment can access links to all of the data contained in the No FEAR Act report. Contact information is also available if a job applicant needs additional support from either SBCR or OCHCO under the respective policies.

⁸ “Nuclear Regulatory Policy and Procedures for Preventing and Eliminating Harassing Conduct in the Workplace,” updated April 2025 (Agencywide Documents Access and Management System Accession No. [ML22080A075](#)).

All NRC staff members receive No FEAR Act training shortly after onboarding and biennially thereafter. For FY 2025, the agency administered the No FEAR Act training to all employees, including managers, supervisors, and team leaders, with an established goal of 99 percent completion rate. At the end of FY 2025, over 95 percent of NRC employees completed the training in a timely fashion, while 150 NRC employees registered for the training but did not complete it. (This number also includes employees who left the agency during the FY.) All new agency employees are advised during their orientation program of the requirement to complete their No FEAR Act training within 90 days of onboarding.

IX. Practical Knowledge Gained through Experience

As previously noted, the agency processed 48 separate EEO inquiries in FY 2025, indicating a significant increase over the 36 inquiries processed in FY 2024. The agency takes a proactive approach to processing EEO inquiries by providing the aggrieved individuals with information about the EEO complaint process, OCHCO's Anti-Harassment Policy, and any other resources or processes that may be available. By spending valuable time learning about the aggrieved individual's situation, SBCR determines potential approaches toward resolution at the lowest possible level. As a result, SBCR resolved 66 percent of the issues without the aggrieved individual needing to file an EEO pre-complaint.

This proactive approach led to a reduction in the number of formal complaint filings in FY 2025. While the overall number of complaints decreased, the percentage of complaints alleging reprisal grew over that for FY 2024 by 2 percent.

In comparison to other Federal agencies of similar size, the NRC's complaint activity is relatively low—less than 1.0 percent of the agency's total workforce filed informal EEO complaints in FY 2025, and less than 0.5 percent filed formal complaints. SBCR reaffirmed the NRC's unwavering commitment to the principles of EEO and the elimination of unlawful discrimination, harassment, and reprisal in the workplace by briefing the Commission on the state of the EEO Program. The briefing provided awareness of issues and trends in the agency's EEO program. SBCR is enhancing its commitment to data accountability and transparency in tracking and routinely encourages supervisors and managers to cooperate with EEO officials and investigators throughout the complaint process in a timely and accurate manner and to participate in mediation at any stage of the process. These cumulative efforts have yielded more effective and timely processing of complaints.

X. Program Improvements in Fiscal Year 2025

Complaint Processing

In FY 2025, SBCR improved its service to interested parties on many fronts. Specifically, SBCR provided new technological improvements to its contract counselors and investigators that result in efficient complaint processing, ultimately benefiting SBCR with improved efficient communication and timeliness. SBCR continues to use its vendor, Tyler Technologies, for its complaint tracking system, Entrelltrak (ETK), and routinely participates in user engagement meetings to suggest enhancements to the system.

With respect to timeliness, SBCR strengthened its infrastructure and created new internal initiatives and procedures to decrease the average number of days pending before dismissal. SBCR also adopted a methodology for pre-complaints that seeks to increase participation in ADR

and other resolution methods in a timely fashion. This change to pre-complaints should lead to an additional decrease in processing time for formal complaints.

Automation and Use of Technology

Using an advanced feature in ETK, SBCR has created prefilled templates to increase efficiency and lessen potential errors. All EEO staff members use the prefilled templates, which range from pre-complaint forms needed for signature to formal complaint documents. Training the contract EEO counselors on the ETK system has allowed them to spend more time counseling and fostering a relationship with the counselees (and potentially resolving the issues) and less time on paperwork.

Promoting Alternative Dispute Resolution

In FY 2025, SBCR continued to advance its ADR initiatives by extending education and awareness of ADR. On May 12, 2025, SBCR issued an updated “Alternative Dispute Resolution Program Manual,” which serves as a comprehensive guide to the program for all current and former NRC employees, applicants for employment, and contractors (where applicable) outlining the principles, procedures, and practices involved. The primary goal of the manual is to inform, assist, and promote efficiency within the program.

On August 11, 2025, the NRC Chairman issued the “Alternative Dispute Resolution Program for Equal Employment Opportunity Complaints” to agency employees through the announcement system. This served as a reminder to all that the NRC “supports and encourages senior leaders, managers, supervisors, and employees in using ADR as a voluntary option to resolve disputes and conflicts at the earliest and lowest possible level.”

In addition, SBCR discusses the benefits of the agency’s ADR program with all interested parties, including contacts who seek more information on the EEO complaint process.

Spreading Awareness

SBCR provided timely notice of its policies and procedures to agency employees in FY 2025. On March 11, 2025, the Director of SBCR issued the “No FEAR Act—Annual Notification of Employee Rights” to NRC employees through the announcement system. This policy notification serves as an annual reminder to all employees (current and former), as well as applicants, of the right to a workplace free from discrimination, harassment, reprisal, and prohibited personnel practices, including reprisal for whistleblowing activities.

On March 17, 2025, the Director of SBCR issued the “Equal Employment Opportunity Complaint Process Policy” to NRC employees through the agency’s announcement system. This policy statement explains the delegated authority of SBCR to administer and manage the agency’s EEO program, describes the protected bases of discrimination, and provides individuals with information on how to file an EEO complaint. It also describes the Anti-Harassment Program managed by OCHCO.

On September 19, 2025, the NRC Chairman issued the “Equal Employment Opportunity Policy Statement” to agency employees through the announcement system. This policy statement informs employees that the agency must be a model employer in promoting nondiscrimination for all individuals across agency programs and activities. The policy statement also identifies the

protected bases of discrimination and provides information on how to file a complaint of discrimination. It also describes the agency's Anti-Harassment Policy administered by OCHCO.

XI. Improvement Plan for Fiscal Year 2026

Training

As a result of Executive Order 14151, "Ending Radical and Wasteful Government DEI Programs and Preferencing,"⁹ dated January 20, 2025, and Executive Order 14173, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity,"¹⁰ dated January 21, 2025, the NRC paused all EEO-related training for FY 2025 to remove DEI material. The NRC spread awareness of its EEO and antiharassment policies through agencywide announcements. For FY 2026, the agency is reexamining its training plans to see where improvements can be made, including topics, methods, and delivery.

Complaint Processing Timelines

SBCR has instituted metrics for individual workloads and has also placed metrics in the performance plans of SBCR staff members who are responsible for processing complaints. SBCR is enhancing its commitment to ensuring data accountability and transparency in tracking by leveraging technology.

In FY 2026, SBCR will continue to work with its complaint processing vendor and contractors to track complaint activities and ensure more accountability. These efforts will contribute to SBCR maximizing its complaint processing timelines and enhancing work products.

Increased Collaboration

SBCR continues to work with OCHCO, OGC, and the Office of the Inspector General to cultivate a workplace that is free from all forms of harassing behavior and misconduct, discrimination, and retaliation.

XII. Conclusion

The NRC's meaningful and measurable accomplishments that are highlighted in this report are due, in part, to (1) the No FEAR Act and related training, (2) the agency's clear and robust policy statements on EEO, ADR, antiharassment, and whistleblower rights, and (3) the agency's rigorous reasonable accommodation procedures. The NRC will continue to report on its commitment to merit systems principles and to protect all employees from prohibited personnel practices under the law.

⁹ <https://www.whitehouse.gov/presidential-actions/2025/01/ending-radical-and-wasteful-government-dei-programs-and-preferencing/>

¹⁰ <https://www.whitehouse.gov/presidential-actions/2025/01/ending-illegal-discrimination-and-restoring-merit-based-opportunity/>