

**U.S. GENERAL SERVICES
ADMINISTRATION**



**Notification and Federal Employee
Antidiscrimination and Retaliation Act of 2002**

**Fiscal Year 2014
No FEAR Act Annual Report
March 2015**

**U.S. General Services Administration
Fiscal Year 2014 No FEAR Act Annual Report**

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Message from the GSA Associate Administrator for Civil Rights

I am pleased to present the U.S. General Services Administration's (GSA) Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) Annual Report for Fiscal Year (FY) 2014.

The No FEAR Act, Public Law 107-174, requires that Federal agencies be publicly accountable for violations of antidiscrimination and whistleblower protection laws. Federal agencies must post both quarterly and annual statistical data relating to Federal sector Equal Employment Opportunity (EEO) complaints on its public website, reimburse the U.S. Department of the Treasury Judgment Fund (Judgment Fund) for any payments made, and notify employees and applicants for employment about their rights under the Federal antidiscrimination and whistleblower laws.

GSA's Office of Civil Rights (OCR) strives to be a premier civil rights program that inspires a culture of equal opportunity and an inclusive workplace—free from unlawful discrimination through engagement, training, and compliance with civil rights laws. Through these programs, OCR supports GSA's mission to provide the space, services, and goods needed to operate the Federal Government.

GSA provides workplaces by constructing, managing, and preserving Government buildings and by leasing and managing commercial real estate. GSA's acquisition solutions offer private sector professional services, equipment, supplies, telecommunications, and informal technology to Government organizations and the military. GSA's policies promote management's best practices and efficient Government operations. The scope of the work done at GSA is vast and varied, but the mission is simple and to the point. GSA serves its Government customers and the American people.

By implementing this mission, OCR works to maintain three important values: integrity, transparency, and teamwork. OCR endeavors to support its mission and values through GSA's EEO Program, GSA's Nondiscrimination in Federal Financial Assistance Program, GSA's Nondiscrimination in Federally Conducted Program, and GSA's work in Environmental Justice. By requiring GSA employees to take the No FEAR Act training every other year, OCR provides GSA employees the information they need about antidiscrimination and whistleblower protection laws.

The outstanding commitment of OCR staff to serve GSA through these programs and new agencywide initiatives have contributed to a consistent annual decline in the number of EEO complaints filed between FY 2010 and FY 2014. Additionally, FY 2014 had the lowest number of individual complainants among all agency employees in this 5-year period. OCR is proud of its role at GSA and is making progress with its overall goals of preventing real and perceived unlawful discrimination and promoting early resolution.

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OCR presents this report as evidence of its continued efforts and results to prevent, mitigate, counsel, and adjudicate cases of discrimination and help make GSA a model employer for the Federal Government.

Sincerely,

X

Madeline Caliendo
Associate Administrator
Office of Civil Rights

Executive Summary

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 ([No FEAR Act](#)), Public Law 107-174, is intended to reduce the incidence of workplace discrimination within the Federal Government by making agencies and departments more accountable for violations of antidiscrimination and whistleblower protection laws. Section 203 of the No FEAR Act requires GSA and all Government agencies to provide specified congressional committees and members with an annual report within 180 days of the end of the fiscal year that details the following:

- Federal antidiscrimination and whistleblower protection laws
- Complaint activity (including Federal District Court Cases)
- Disciplinary actions that result from complaints
- Judgment Fund reimbursements
- Adjustments to agency budgets to meet reimbursement requirements
- Analysis of trends, causation, and practical knowledge gained through experience

In accordance with the No FEAR Act, GSA has produced this report for submission to all designated Congressional committees and the general public. The report includes data and analysis relevant to the No FEAR Act for FY 2014 (October 1, 2013 to September 30, 2014). The GSA Office of Civil Rights (OCR) is responsible for implementing outreach programs to proactively prevent employment-based discrimination at GSA and processing, counseling, and adjudicating employment-related complaints of discrimination. OCR staff's rigorous work on these multiple fronts have helped lower the number of formal complaints over the past 5 fiscal years while maintaining a strong awareness among GSA employees of the resources available to them through mandatory No FEAR Act training and other outreach programs.

Whistleblower Protection Act and Federal Antidiscrimination Laws Case Activity.

In FY 2014, there were no cases within GSA that arose under the Whistleblower Protection Act. GSA was not required to make any reimbursements to the Judgment Fund for cases arising under the Whistleblower Protection Act.

In FY 2014, three cases arose under Federal Antidiscrimination laws and, at the end of FY 2014, only one case remained open in Federal courts, with two cases closed. In FY 2014, there were no findings of discrimination against GSA in Federal courts. Two closed cases required reimbursement into the Judgment Fund in FY 2014 in the amount of \$135,000. Given the small number of cases brought against the agency, there were no identifiable trends, causal analysis, or practical knowledge gained from the cases brought against the agency in Federal court because there were no judgments or findings that the agency discriminated in any way.

Disciplinary Actions Relating to Federal Court Cases. A review of FY 2014 disciplinary records shows no GSA employees were disciplined for violations of Federal Antidiscrimination and Whistleblower Protection Act laws.

No FEAR Act EEO Complaint Postings. Data in the **Appendix** report 79 EEO complaints were filed at GSA by the end of FY 2014. This represents a 36-percent decrease in the annual number of EEO complaints filed as compared with FY 2010 (124 complaints filed). In FY 2014, complaints were filed based on race, color, religion, reprisal, sex, national origin, the Equal Pay Act, age, and disability. Additionally, data analysis reveals that these complaints were most frequently based on reprisal (46), race (44), sex (43), and age (40). Analysis of the data did not identify specific causal relationships that would explain why reprisal, race, sex, and age were the most frequent bases of discrimination.

Biennial Mandatory Training. In FY 2014, GSA provided mandatory training on antidiscrimination and retaliation laws to managers and employees. As of September 30, 2014, 94.7 percent of GSA employees (11,095 employees out of 11,715 employees) completed the required training on antidiscrimination and retaliation laws. The percentage of employees completing the training increased from the 92 percent completion in FY 2012.

Legislative Requirements

This document responds to the reporting requirements set forth in Section 203 of the No FEAR Act (Pub. L. No. 107-174), which states:

(a) Annual Report. — Subject to subsection (b), not later than 180 days after the end of each fiscal year, each Federal agency shall submit 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 Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission, and the Attorney General an annual report which shall include, with respect to the fiscal year.

- (1) the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a) in which discrimination on the part of such agency was alleged;*
- (2) the status or disposition of cases described in paragraph (1);*
- (3) the amount of money required to be reimbursed by such agency under section 201 in connection with each of such cases, separately identifying the aggregate amount of such reimbursements attributable to the payment of attorneys' fees, if any;*
- (4) the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law referred to in paragraph (1);*

- (5) *the final year-end data posted under section 301(c)(1)(B) for such fiscal year (without regard to section 301(c)(2));*
- (6) *a detailed description of —*
- (A) *the policy implemented by that agency relating to appropriate disciplinary actions against a Federal employee who — (i) discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2); or (ii) 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); and*
 - (B) *with respect to each of such laws, the number of employees who are disciplined in accordance with such policy and the specific nature of the disciplinary action taken;*
- (7) *an analysis of the information described under paragraphs (1) through (6) (in conjunction with data provided to the Equal Employment Opportunity Commission in compliance with Part 1614 of Title 29 of the Code of Federal Regulations) including —*
- (A) *an examination of trends;*
 - (B) *causal analysis;*
 - (C) *practical knowledge gained through experience;*
 - (D) *any actions planned or taken to improve complaint or civil rights programs of the agency; and*
- (8) *any adjustment (to the extent the adjustment can be ascertained in the budget of the agency) to comply with the requirements under section 201.*

Further guidance on each agency's reporting obligations is provided in 5 CFR § 724.302, which also requires the submission of the annual report to the Director of the U.S. Office of Personnel Management (OPM) for the implementation of a best practices study and the issuance of advisory guidelines.

Results and Data

EEO Cases in Federal District Court

In FY 2014, GSA had zero cases in Federal District Court arising under the Whistleblower Protection Act, and three cases in Federal District Court arising under Federal Antidiscrimination Laws. Two of these cases have been closed, and one case is still pending. The bases for one case were Sex (female), Race (African American), Color (Black), Reprisal, and the bases in the other case were Sex (Female), Race (African American), Age, Disability and Reprisal. The issues in these cases included Hostile Work Environment, Non-Selection, Failure to Accommodate, and Removal. Additional details regarding these two cases follow in the analysis presented in Findings of Discrimination section of this document.

Reimbursements to Judgment Fund

In FY 2014, GSA's closed civil action cases required \$135,000 in reimbursements to the Judgment Fund. This amount represents lump sum payments with no attorney's fees specifically allocated. No budget adjustments were needed to cover judgments, awards, and compromise settlements related to current and former Federal employee claims.

Disciplinary Actions

The formal number of GSA employees formally disciplined in FY 2014 for discrimination, retaliation, harassment, or any other infraction of any provision of law covered by paragraphs (1) and (2) of section 201(a) of Public Law 107-174 in which discrimination on the part of such agency was alleged was zero. The GSA policy for taking disciplinary action against Federal employees for conduct inconsistent with the Federal Antidiscrimination and Whistleblower Protection laws for conduct that constitutes other prohibited personnel practice is available at <http://www.gsa.gov/portal/directive/d0/content/523318>. Included in this policy is the GSA Penalty Guide, which identifies discrimination and retaliation (specifically identified as an action against any person for the proper exercise of the right to file a discrimination complaint or grievance) as types of delinquency or misconduct. The GSA Penalty Guide also specifies penalties for discriminatory, retaliatory, and reprisal actions.

EEO Complaint Data

The GSA Equal Employment Opportunity Data for FY 2014, posted pursuant to the No FEAR Act For 4th Quarter 2014 (for period ending September 30, 2014) is reported in the **Appendix**.

Analysis of Trends

EEO Complaint Activity

In FY 2014, 61 complainants filed 79 complaints. The number of complaints represents a 7-percent decrease from FY 2013, which saw 85 complaints filed and a 21-percent decrease from FY 2009 when 101 complaints were filed. The 61 complainants in FY 2014 represent a 6-percent decrease from FY 2013, which had 65 complainants and a 36-percent decrease from FY 2009, which had 96 complainants.

Bases of Discrimination in EEO Complaints

The three most frequent bases in claims of discrimination at GSA in FY 2014 were Reprisal, Age, and Race, which were cited in 40, 38, and 36 complaints, respectively. This represents decreases of 11 percent, 3 percent and 14 percent, respectively, from FY 2013. As shown below, GSA's top bases closely mirror Federal Government trends.

Top 3 Bases in Complaint Allegations Filed for FY 2008 - FY 2012

Basis	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Reprisal/Retaliation	7,489	7,510	7,712	7,553	7,457
Age	4,977	5,058	5,314	5,105	4,915
Race - Black/African American	4,299	-	4,232	4,389	4,042
Disability (Physical)	-	4,006	-	-	-

Source: [EEO Annual Report on the Federal Workplace FY2012](#).

Issues in EEO Complaints

The two most common issues cited in employment discrimination claims within GSA during FY 2014 were Non-Sexual Harassment, which was alleged in claims 27 times and Promotion/Non-Selection, which was cited 12 times. This represents a 4-percent increase for citations of Non-Sexual Harassment from 26 cases in FY 2013 and a 20-percent decrease of claims alleging Promotion/Non-Selection from 15 cases in FY 2013.

Improving the GSA Civil Rights Program

In FY 2014, GSA’s Office of Civil Rights (OCR) conducted a Lean Six Sigma review of itself to improve program performance. As a result of this effort, GSA mapped processes, identified process pain points, and implemented process improvement initiatives. These initiatives have resulted in improved quality and timeliness of case processing. Also in FY 2014, OCR updated the mandatory No FEAR Act training for all employees. This action is part of its commitment to finding new ways to improve awareness of discrimination policies and antidiscrimination resources among all agency employees.

Complaints Processing and Adjudication Data

EEO Investigations

Pending cases in FY 2014 had an average of 225.76 days in investigation and 58.83 days in final action. This represents a 17-percent decrease of days in investigation from the previous year (FY 2013) which averaged 273.46 days and no significant change for days in investigation from FY 2013, which averaged 58.96 days.

Pending complaints that requested hearings in FY 2014 averaged 230.95 days in investigation and 17.00 days in final action. This marks a 15-percent decrease in average time in investigation from FY 2013 (272.51 days) and a 13-percent increase in average time in final action from FY 2013 (15.06 days).

Pending complaints where a hearing was not requested in FY 2014 averaged 204.64 days in investigation and 62.64 days in final action. This marks a 26-percent decrease in average time in investigation from FY 2013 (277.00 days) and a 53-percent decrease in average time in final action from FY 2013 (133.60).

Procedural Dismissals

According to 29 CFR § 1614.107(a), there are procedural criteria for why an agency may dismiss an EEO complaint, such as failure to state a claim, untimely initial contact with an EEO counselor, filing the identical claim in Federal District Court, and failure to provide necessary information to the agency, among other reasons. Using the above criteria:

Eighteen complaints were dismissed by the agency in FY 2014. There was a 12.5-percent increase in complaints dismissed from FY 2013 (which had 16 complaints dismissed) and a 100-percent increase from FY 2009 (which had 9 complaints dismissed). Additionally, five complainants withdrew their complaints in FY 2014.

Findings of Discrimination

Section 203(a)(7) of the No FEAR Act requires Federal agencies to examine trends and causes behind the data in their reports over the past 5 years. GSA's EEO complaint trends regarding findings of complaints of discrimination from FY 2009 through FY 2014 are listed below.

Protected Bases. In FY 2014, there were two findings of discrimination at GSA with the following bases: Race, Reprisal, and Disability.

In one finding, an Administrative Judge found that the complainant was discriminated against based on reprisal after an EEOC hearing was held. In the second complaint, GSA issued a Final Agency Decision where it found that the complainant was discriminated against based on race and disability.

All findings of discrimination between FY 2009 and FY 2014 involved the 3 common bases alleged in FY 2014 (Race, Reprisal, and Disability), with only FY 2009 having an additional finding of age discrimination. According to the data listed above for the past 5 fiscal years, Race, Reprisal, and Disability have been the most common bases for findings of discrimination at GSA.

Issues. In FY 2014, the issues identified in the findings of discrimination were (1) Reassignment-Directed, (2) Reasonable Accommodation, and (3) Terms/Conditions of Employment. In one finding, an Administrative Judge found that the complainant was discriminated against in an issue involving reassignment after an EEOC hearing was held. In the second complaint, GSA issued a Final Agency Decision where it found that the complainant was discriminated against involving reasonable accommodation and the terms/conditions of employment.

The issues involved in discrimination findings by GSA between FY 2009 and FY 2014 are more varied than their bases. Along with the issues of the findings in FY 2014 listed above (Reassignment, Reasonable Accommodation, and Terms/Conditions), issues of findings during this time period include Evaluation Appraisal (FY 2013), Promotion/Non-selection (2 cases in FY 2009), and Other-User Defined (FY 2009). Additionally, there was a finding that involved Reasonable Accommodation in FY 2010 along with that found this past fiscal year (FY 2014). Only Promotion/Non-Selection and Reasonable Accommodation were issues involved in multiple findings during this period. The number of findings for FY 2014 does not represent a significant change from patterns in findings of discrimination over the past 5 fiscal years.

GSA No FEAR Training

GSA provides No FEAR training targeting all GSA employees, including managers and supervisors. Below is an outline of the current GSA No FEAR Act training program.

Regulation

In accordance with 5 CFR § 724.203, published in the Federal Register Vol. 71, No. 139 dated Thursday, July 29, 2006 (Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002-Notification & Training), each agency must develop a written plan to train all of its employees under the Antidiscrimination and Whistleblower Protection Laws.

No FEAR Training for All Employees

All new employees are required to complete No FEAR Act training through the GSA Online University (OLU) (<https://gsaolu.gsa.gov>) within 90 calendar days of appointment. In addition, all employees must undergo No FEAR Act training every 2 years.

EEO Managers and Supervisors Training

All managers and supervisors are required to complete Manager-Supervisor training every 2 years and/or within 90 calendar days of appointment to a supervisory position.

Method of Training

The No FEAR Act training course is accessible at any time for GSA employees using GSA-connected computers or on GSA Servers through OLU. The course provides content on their rights, remedies, and responsibilities under applicable Antidiscrimination and Whistleblower Protection Laws.

Training Schedule

All employees, including supervisors and managers, shall complete the No FEAR Act training course initially and biennially. GSA will meet the requirement by:

- (1) Offering OLU training for new employees within 90 days of appointment

- (2) Notifying all employees to complete training OLU No FEAR Act refresher training every 2 years via GSA Update and targeted email messages
- (3) Notifying employees who have not completed the initial or refresher training quarterly by email

Appendix - GSA Equal Employment Opportunity Data for FY 2014

Equal Employment
 Opportunity Data

Posted Pursuant to the No FEAR Act: GSA (and below)
 For 4th Quarter 2014 for period ending September 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	101	124	101	94	85	79
Number of Complainants	96	113	92	87	65	61
Repeat Filers	3	6	7	6	12	8

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Race	45	48	56	54	42	36
Color	12	19	16	17	22	20
Religion	6	5	11	13	6	9
Reprisal	50	71	57	54	45	40
Sex	35	57	58	44	42	34
PDA	0	1	0	0	0	0
National Origin	9	11	12	20	13	17
Equal Pay Act	0	4	0	1	6	4
Age	35	67	59	44	39	38

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Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Disability	26	31	27	29	36	21
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	5

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	4	3	3	6	7	5
Assignment of Duties	8	12	10	10	13	8
Awards	4	2	1	0	3	0
Conversion to Full-time	0	0	0	0	0	1
Disciplinary Action						
Demotion	2	2	1	5	0	3
Reprimand	3	7	5	3	4	4
Suspension	6	4	4	1	1	3
Removal	3	1	1	2	3	1
Other	3	2	5	5	10	6
Duty Hours	0	1	1	3	3	1
Evaluation Appraisal	11	17	21	18	13	16
Examination/Test	0	0	0	0	0	0

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Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Harassment						
Non-Sexual	25	28	33	35	26	27
Sexual	3	5	2	2	4	1
Medical Examination	0	0	0	0	1	1
Pay (Including Overtime)	3	5	2	3	5	2
Promotion/Non-Selection	21	42	32	13	15	12
Reassignment						
Denied	1	0	0	1	2	2
Directed	2	6	8	3	3	4
Reasonable Accommodation	10	8	5	5	6	7
Reinstatement	0	0	0	0	0	1
Retirement	1	1	1	0	0	1
Termination	7	10	8	4	0	1
Terms/Conditions of Employment	9	23	13	20	11	3
Time and Attendance	5	10	10	3	5	2
Training	4	10	6	1	3	2
Other	9	10	2	1	1	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	208.87	196.90	265.28	268.30	273.46	225.76

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Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Average number of days in final action	56.66	78.00	119.26	99.18	58.96	58.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	197.44	198.51	253.28	252.02	272.51	230.95
Average number of days in final action	27.59	38.33	32.52	13.68	15.06	17.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	232.23	191.67	289.86	321.67	277.00	204.64
Average number of days in final action	96.62	117.67	246.82	241.67	133.60	62.64

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	9	24	21	12	16	18
Average days pending prior to dismissal	159	33	38	99	-3	30
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	7	8	6	14	7	5

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		0		0		1		2	
Without Hearing	2	67	0	0	0	0	0	0	1	100	1	50

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Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
With Hearing	1	33	1	100	0	0	0	0	0	0	1	50

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	3		1		0		0		1		2	
Race	1	25	0	0	0	0	0	0	1	100	1	33
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	1	25	0	0	0	0	0	0	0	0	1	33
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	1	25	0	0	0	0	0	0	0	0	0	0
Disability	1	25	1	100	0	0	0	0	0	0	1	33
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
Findings After Hearing	1		1		0		0		0		1	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0

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Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
	2009		2010		2011		2012		2013			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Religion	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	100
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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	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
Findings Without Hearing	2		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	1	100	1	100
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	1	50	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	1	50	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2009		2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%	#	%
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

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Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
	2009		2010		2011		2012		2013		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	3		1		0		0		1		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
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	2	67	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	1	33

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Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data											2014 Thru 09-30	
	2009		2010		2011		2012		2013		#		%
	#	%	#	%	#	%	#	%	#	%			
Reasonable Accommodation	0	0	1	100	0	0	0	0	0	0	0	1	33
Reinstatement	0	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	0
Termination	0	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	1	33
Time and Attendance	0	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	0
Other - User Defined	1	33	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		1		0		0		0		0	1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0

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Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	100	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	1	100
Reasonable Accommodation	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	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
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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
	2		0		0		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0

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Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014 Thru 09-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
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	1	50	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	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement	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
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	1	100

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Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data											2014 Thru 09-30
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
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 - User Defined	1	50	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	0	0	0	0	0	81
Total Complainants	78	112	128	126	133	70
Number complaints pending						
Investigation	2	2	5	3	3	0
ROI issued, pending Complainant's action	0	0	3	0	0	0
Hearing	28	43	50	56	77	79
Final Agency Action	6	6	3	8	7	1
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	33

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	3	6	10	15	12	0