GSA

U.S. General Services Administration

GSA **NO FEAR ACT** REPORT

Prepared by the Office of Civil Rights

Fiscal Year 2023

**Notification and Federal Employee Antidiscrimination
and Retaliation Act of 2002
FY 2023 Annual Report**

- Proactively ensured compliance with The Elijah J. Cummings Federal Employees Antidiscrimination Act, which was enacted in January 2021, and amended the No FEAR Act. OCR's postings pursuant to the Act can be located at https://www.gsa.gov. Developed and delivered training to 200 managers and supervisors on the Act.

- Made significant improvements in the collection of reasonable accommodations data and program management. Improvements directly supported resolution of several MD-715 Part G deficiencies and the timely processing of reasonable accommodation requests.

Improvements Planned for FYs 2024-25

During FY 2024 and 2025, OCR's strategic focus will include the following:

- Collaborating with agency partners to further expand training options that address knowledge gaps identified through trends in complaint activity and customer feedback.

- Implementing OCR's strategic plan aimed at further enhancing efficiency and effectiveness.

- Championing the integration of EEO policies and diversity considerations into GSA's operations and workforce planning.

- Expanding collaborations such as the DEIA Dialogue sessions to build upon cultural competencies for high-performing, inclusive leadership and foster a more equitable Federal workforce.

- Leveraging internal communication channels to more effectively disseminate information about OCR's services and employee protections under Federal antidiscrimination and whistleblower protection laws.

- Developing and implementing action plans that support GSA's DEIA Strategic Plan pursuant to E.O. 14035.

- Systematically addressing deficiencies and eliminating barriers identified in the Annual Agency EEO Program Status Report.

No FEAR Act Training

In accordance with 5 CFR § 724.203, all GSA employees, including managers and supervisors, are required to complete No FEAR Act training biennially, with the last cycle completed in September 2022. New employees are required to complete No FEAR Act training within 90 calendar days of the new employees' appointment. This training is provided through GSA Online University, a training portal open to all GSA employees. More than 93% of eligible, onboard GSA employees completed the No FEAR Act 2022 training cycle.

Terms/Conditions of Employment	1	25	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination by Issue, Continued	Comparative Data											
	Previous FY Data										2023	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings After Hearing	**3**		**0**		**0**		**0**		**1**		**1**	**0**
Assignment of Duties	1	33	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
• Suspension	0	0	0	0	2	100	0	0	0	0	0	0
• Removal	1	33	0	0	0	0	0	0	0	0	0	0
Harassment												
• Sexual	1	33	0	0	0	0	0	0	0	0	0	0
• Non-Sexual	0	0	0	0	1	50	0	0	0	0	1	100
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	1	0
Total Number of Findings Without Hearing	**1**		**0**		**0**		**1**		**0**			
Appointment/Hire	1	100	0	0	0	0	0	0	0	0	0	0
Performance Evaluation/ Appraisal	0	0	0	0	0	0	1	100	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Prior FY Data					2023
	2018	2019	2020	2021	2022	

Complaint Investigations	Comparative Data					
	Prior FY Data					2023
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceeded Required Time Frames		0	0	0	0	0

APPENDIX C - ALL EEO CATEGORIES

Discrimination Basis Categories

Age	Non-EEO
Color	Pregnancy Discrimination Act
Disability	Race
Equal Pay Act	Religion
Genetics	Reprisal
National Origin	Sex

Discrimination Issue Categories

Appointment/Hire	Pay/Overtime
Assignment of Duties*	Promotion/Non-Selection
Awards	Reassignment Denied
Conversion to Full Time/Perm Status*	Reassignment Directed
Demotion	Reasonable Accommodation Disability
Reprimand*	Reinstatement*
Suspension	Religious Accommodation
Removal	Retirement*
Warning	Sex-Stereotyping*
Duty Hours*	Telework
Performance Eval/Appraisal	Termination
Examination/Test*	Terms/Conditions of Employment
Harassment: Non-Sexual	Time and Attendance
Harassment: Sexual	Training
Medical Examination	Other

No FY 2018-2023 complaints included these categories.