

U.S. GENERAL SERVICES ADMINISTRATION



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

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

March 2016

**U.S. General Services Administration
Fiscal Year 2015 No FEAR Act Annual Report**

Contents

Message from the Associate Administrator for Civil Rights	3
Executive Summary	5
Legislative Requirements.....	6
Results and Data	8
EEO Cases in Federal District Court.....	8
Reimbursements to Judgment Fund	8
Disciplinary Actions.....	8
EEO Complaint Data	9
Analysis of Trends	9
EEO Complaint Activity.....	9
Bases of Discrimination in EEO Complaints.....	9
<i>Table 7 - Top Bases in Complaint Allegations Filed for FY 2010 - FY 2014.....</i>	<i>9</i>
Issues in EEO Complaints.....	10
Improving the GSA Civil Rights Program.....	10
Complaints Processing and Adjudication Data.....	11
EEO Investigations	11
Procedural Dismissals.....	11
Findings of Discrimination.....	12
GSA No FEAR Training.....	13
Regulation.....	13
No FEAR Training for All Employees.....	13
EEO Managers and Supervisors Training	13
Method of Training.....	13
Training Schedule	14
Appendix A	14
Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: GSA (and below)	14

Message from the 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) 2015.

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 Judgment Fund for any payments made, and notify employees and applicants for employment about their rights under the federal antidiscrimination and whistleblower laws.

The GSA mission is to deliver the best value in real estate, acquisition, and technology services. The Agency is guided by a vision that focuses on three important principles: Economic Catalyst, Proactive Federal Partner, and Operational Excellence.

GSA's Office of Civil Rights (OCR) strives in its mission to be a premier civil rights program that inspires a culture of equal opportunity, with a mission of helping to ensure an inclusive workplace, free from unlawful discrimination through active engagement, training, and compliance with civil rights laws, regulations and other guiding sources.

OCR implements its mission and values through GSA's Equal Employment Opportunity Program, GSA's Nondiscrimination in Federal Financial Assistance Program, GSA's Nondiscrimination in Federally Conducted Program, GSA's Affirmative Employment Program and our work in Environmental Justice.

Through these programs, OCR supports GSA's mission to deliver the best value in real estate, acquisition and technology services.

OCR requires GSA employees to take the No FEAR Act training on a two year cycle; hence, providing 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 agency-wide initiatives have contributed to a consistent annual decline in the number of EEO complaints filed between FY 2010 and FY 2015. Additionally, FY 2015 had the lowest number of individual complaints in this six- year period. This continues a trend from FY 2014. We at GSA's OCR office are proud of the role we play at GSA and believe we are making progress with our overall goals of preventing real and perceived unlawful discrimination and promoting early resolution. We therefore proudly present to you this report as evidence of our striving efforts and results to prevent, mitigate,

counsel and adjudicate cases of discrimination and help make GSA a model employer for the government.

Sincerely,

 Madeline C. Caliendo

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 Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174 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 2015 (October 1, 2014 to September 30, 2015). 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 five 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 (EEO) Case Activity. In FY 2015, there was one (1) case within GSA that arose under the Whistleblower Protection Act (WPA). GSA was not required to make any reimbursements to the Department of Treasury's Judgment Fund (Judgment Fund) for this case arising under the WPA.

In FY 2015, one (1) case arose under the Antidiscrimination laws and was summarily dismissed at the end of FY 2015. There were no findings of discrimination against GSA in FY 2015 in Federal Courts. There were zero (0) closed cases that required reimbursement into the Judgment Fund in FY 2015. 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 2015 disciplinary records shows no GSA employees were disciplined for violation of either Federal Antidiscrimination or Whistleblower Protection Act laws.

No FEAR Act EEO Complaint Postings. Data in **Appendix A** reports a total of 76 EEO complaints were filed at GSA by the end of FY 2015. This represents a 39 percent decrease in the annual number of EEO complaints filed as compared with FY 2010 (124 complaints filed). In FY 2015, complaints were filed based on race, color, religion, reprisal, sex, national origin, the Equal Pay Act, age, disability and GINA (Genetic Information Nondiscrimination Act). The three most common issues cited in employment discrimination claims within GSA during FY 2015 were Non-Sexual Harassment, Disciplinary Action and Promotion/Non-Selection. Analysis of the data did not identify specific causal relationships that would explain why reprisal, age, race and disability were the most frequent bases of discrimination. The three most common issues cited matches with currently provided governmentwide data.

Biennial Mandatory Training. GSA employees are required to take the No FEAR Act training biennially, with the last cycle completed in September 2014. This training provides GSA managers and employees the information they need about antidiscrimination, retaliation and whistleblower protection laws. In FY 2015, GSA updated this training and launched it in FY 2016. As of September 30, 2015, GSA met the requirement to provide training to all GSA employees every two years and to provide training on antidiscrimination and retaliation laws to all new employees within 90 days of appointment.

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 C.F.R. § 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 2015, GSA had one (1) case in Federal District Court arising under the Whistleblower Protection Act, and one (1) case in Federal District Court arising under Federal Antidiscrimination Laws. Both cases were dismissed. The bases for the one case under Federal Antidiscrimination Laws were race (African American), color (Black), mental disability and retaliation. The issues in this case were denial of a Reasonable Accommodation and Reassignment. The bases for the one case filed under the Whistleblower Protection Act were physical disability and retaliation, while the issue of the case was a hostile work environment.

Reimbursements to Judgment Fund

In FY 2015, GSA's closed civil action cases required \$0 in reimbursements to the Judgment Fund. No budget adjustments were needed to cover judgments, awards, and compromise settlements related to current and former federal employee claims.

Disciplinary Actions

The total number of GSA employees formally disciplined in FY 2015 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 (0). The GSA policy for taking disciplinary action against federal employees for conduct inconsistent with the Federal Antidiscrimination and Whistleblower Protection laws or 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 2015, Posted Pursuant to the No FEAR Act For 4th Quarter 2015 (for period ending September 30, 2015) is reported in **Appendix A**.

Analysis of Trends

EEO Complaint Activity

In FY 2015, 76 complaints were filed by 68 complainants. The number of complaints represents a four percent decrease from FY 2014, when 79 complaints were filed. The 68 complainants in FY 2015 represent an 11 percent increase from FY 2014, which had 61 complainants.

Bases of Discrimination in EEO Complaints

The most frequent bases in claims of discrimination at GSA in FY 2015 were Reprisal/Retaliation (51 allegations), Age (37 allegations), Race (42 allegations), Disability (41 allegations) and Sex (37 allegations).

This represents increases of 17, 95 and 24 percent for race, disability and reprisal, respectively, from FY 2014. This is not due to an increased volume of complaints in the agency in FY 2015, but rather an increase in the number of complainants identifying these bases of discrimination in their cases. As shown below, GSA’s top bases closely mirror Federal Government trends.

Table 1 - Top Bases in Complaint Allegations Filed for FY 2010 - FY 2014

Basis	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Reprisal/Retaliation	7,712	7,553	7,457	7,339	7,018
Age	5,314	5,105	4,915	4,803	4,697
Race - Black/African American	4,232	4,389	4,042	3,838	3,838

Disability (Physical)					3,817
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Source: [EEOC Annual Report on the Federal Work Force Part I, FY 2014](#).

Issues in EEO Complaints

The three most common issues cited in employment discrimination claims within GSA during FY 2015 were Non-Sexual Harassment (30 allegations), Disciplinary Action (19 allegations) and Promotion/Non-Selection (18 allegations). This represents a 4 percent increase for citations of Non-Sexual Harassment from 27 cases in FY 2014 and a 33 percent increase of claims alleging Promotion/Non-Selection from 12 cases in FY 2014. Two of GSA's top issues (Non-Sexual Harassment and Promotion/Non-Selection) match the top issues of the Federal Government as a whole in FY 2014 as reflected in the EEO Annual Report.

Improving the GSA Civil Rights Program

During 2015, the GSA Administrator and GSA's Associate Administrator for Civil Rights demonstrated the agency's commitment to EEO and affirmative employment principles through several initiatives, including drafting a new EEO policy statement and reaffirming the requirement for management to participate in the Alternative Dispute Resolution (ADR) process to resolve discrimination complaints when the Associate Administrator for Civil Rights determines ADR would be appropriate. OCR delivered "Regional Outreach" briefings for Regional Administrators, Regional Coordinators and Heads of Service and Staff Offices. These briefings included complaints data with trend analyses, advisories about emergent EEO complaint issues and recent EEOC disposition, and reminders about required civil rights training modules to promote to staff. The Associate Administrator and her staff conducted a number of civil rights training modules for managers throughout the regional offices.

OCR delivered EEO training to managers and supervisors and maintains an internal webpage to post information for GSA employees, with a "Frequently Asked Questions" section regarding the discrimination complaints process and an EEO site page to provide employees and managers with full access to OCR's directives and policy statements. In order to provide GSA employees with a forum to discuss civil rights issues, OCR maintains its popular Civil 'Writes' blog, which logged nearly 7,500 visitors in FY 2015.

The OCR complaint process ensures neutral adjudication through a structure that separates GSA's legal defense responsibility from the administrative processing of complaints. During FY 2015, OCR implemented a number of program improvements, reorganizing from a geographic to functional service delivery model to better balance workload and improve customer service, centralizing complaint intake and processing; implementing improved case tracking and reporting; centralizing the complaint intake and mail processing; and standardizing work product via operating procedures and templates. OCR conducted and implemented recommendations from a Lean Six Sigma review and reorganized from a regional to functional organization, centralized EEO Complaint intake, standardized processes and strengthened controls over complaint tracking. As a result of these efforts, OCR achieved 100 percent timely processing counseling/ADR, investigations, final orders and final agency decisions and was able to realign resources to support outreach and prevention efforts, including the Affirmative Employment Program.

Complaints Processing and Adjudication Data

EEO Investigations

GSA EEO complaints for which investigations were completed in FY 2015 had an average of 198.74 days in investigation. This is a decrease of investigation days from the previous year (FY 2014), which averaged 225.76 investigation days. Additionally, while in FY 2014, there were four (4) untimely completed investigations, there were zero (0) untimely completed investigations in FY 2015.

Procedural Dismissals

According to 29 C.F.R. § 1614.107(a), there is 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:

Fifteen (15) complaints were dismissed by the agency in FY 2015. This a 16.6 percent decrease from FY 2014 complaints dismissed (18). Additionally, six (6) complainants withdrew their complaints in FY 2015.

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 five 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 2015, there were two (2) findings of discrimination at GSA with the following bases: race, sex, reprisal and disability.

In the first complaint, an Administrative Judge found in a summary judgment decision that the complainant was discriminated against based on race and sex. In the second complaint, GSA issued a Final Agency Decision where it found that the complainant was discriminated against based on sex and disability.

Findings of discrimination between FY 2010 and FY 2015 involved one or a combination of race, reprisal, disability, sex and age as a basis(es). According to the data listed above for the past five fiscal years, race, reprisal and disability have been the most common bases for findings of discrimination at GSA.

Issues. In FY 2015, the issues identified in the findings of discrimination were (1) General Performance Evaluation/Appraisal and (2) Reasonable Accommodation. In one finding, an Administrative Judge found in a summary judgment decision that the complainant was discriminated against in an issue involving a performance evaluation. In the second complaint, GSA issued a Final Agency Decision where it found that the complainant was discriminated against involving reasonable accommodation.

The issues involved in discrimination findings by GSA between FY 2010 and FY 2015 are more varied than their bases. Along with the issues of the findings in FY 2015 listed above (Reassignment, Reasonable Accommodation and Terms/Conditions), issues of findings during this time period include Evaluation Appraisal (FY 2013). Additionally, there was a finding that involved Reasonable Accommodation in FY 2010 and FY 2014. Only Promotion/Non-Selection and Reasonable Accommodation were issues involved in multiple findings during this time period. The number of findings for FY 2015 does not represent a significant change from patterns in findings of discrimination over the past five fiscal years.

GSA No FEAR Act Training

GSA provides No FEAR Act 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 Act 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 two years.

EEO Managers and Supervisors Training

All managers and supervisors are required to complete Manager-Supervisor training every two 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 the GSA Online University (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 two years via GSA Today, Chatter, GovDelivery, and targeted email messages
- (3) Notifying employees who have not completed the initial or refresher training periodically by email

Appendix A

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

GSA (and below)

For period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number of Complaints Filed	124	101	94	85	79	76
Number of Complainants	114	92	87	65	61	68
Repeat Filers	6	7	6	12	8	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	48	56	54	42	36	42
Color	19	16	17	22	20	23
Religion	5	11	13	6	9	8
Reprisal	71	57	54	45	41	51
Sex	57	58	44	42	34	37

PDA	1	0	0	0	0	0
National Origin	11	12	20	13	17	22
Equal Pay Act	4	0	1	6	4	2
Age	67	59	44	39	38	37
Disability	31	27	29	36	21	41
Genetics	0	0	0	0	0	1
Non-EEO	0	0	0	2	5	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	3	3	6	7	5	5
Assignment of Duties	12	10	10	13	8	10
Awards	2	1	0	3	0	0
Conversion to Full-time	0	0	0	0	1	1
Disciplinary Action						
Demotion	2	1	5	0	3	1
Reprimand	7	5	3	4	4	11
Suspension	4	4	1	1	3	4
Removal	1	1	2	3	1	2
Other	2	5	5	10	6	1
Duty Hours	1	1	3	3	1	1
Evaluation Appraisal	17	21	18	13	16	13
Examination/Test	0	0	0	0	0	1

Harassment						
Non-Sexual	28	33	35	26	27	30
Sexual	5	2	2	4	1	0
Medical Examination	0	0	0	1	1	0
Pay (Including Overtime)	5	2	3	5	2	4
Promotion/Non-Selection	42	32	13	15	12	18
Reassignment						
Denied	0	0	1	2	2	3
Directed	6	8	3	3	4	3
Reasonable Accommodation	8	5	5	6	7	6
Reinstatement	0	0	0	0	1	0
Retirement	1	1	0	0	1	2
Termination	10	8	4	0	1	2
Terms/Conditions of Employment	23	13	20	11	3	17
Time and Attendance	10	10	3	5	2	7
Training	10	6	1	3	2	4
Other	10	2	1	1	3	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	196.90	265.28	274.82	272.56	225.76	198.74
Average number	78.00	119.26	42.91	40.67	58.83	43.78

of days in final action												
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	198.51	253.28	259.11	280.80	230.95	205.46						
Average number of days in final action	38.33	32.52	14.29	0	17.00	7.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	191.67	289.86	310.17	250.60	204.64	187.31						
Average number of days in final action	117.67	246.82	56.27	40.67	62.64	48.38						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
Total Complaints Dismissed by Agency	27		23		11		23		18		15	
Average days pending prior to dismissal	42		23		34		38		30		22	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	8		6		15		7		5		6	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%

U.S. General Services Administration
 FY 2015 No FEAR Act Annual Report

Total Number Findings	1		0		0		1		2		2	
Without Hearing	0	0	0	0	0	0	1	100	1	100	2	100
With Hearing	1	100	0	0	0	0	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		2		2	
Race	0	0	0	0	0	0	1	100	1	33	1	25
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	0	0	0	0	0	0	0	0	1	33	0	0
Sex	0	0	0	0	0	0	0	0	0	0	2	50
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	100	0	0	0	0	0	0	1	33	1	25
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		0		0		0		1		0	

Race	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	1	100	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	100	0	0	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	0		0		0		1		1		2	
Race	0	0	0	0	0	0	1	100	1	50	1	25
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	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	2	50
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	0	0	0	0	0	0	0	0	1	50	1	25
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

U.S. General Services Administration
 FY 2015 No FEAR Act Annual Report

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		2		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	1	100	0	0	1	50
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	0	0	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	1	33	0	0
Reasonable Accommodation	1	100	0	0	0	0	0	0	1	33	1	50
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	1	33	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 After Hearing	1		0		0		0		1		0	
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

U.S. General Services Administration
 FY 2015 No FEAR Act Annual Report

Evaluation Appraisal	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
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	0	0	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	1	100	0	0
Reasonable Accommodation	1	100	0	0	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												
	0		0		0		1		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	1	100	0	0	1	50
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	0	0	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	1	100	1	50
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	0	0	0	0	0	0	0	0	1	100	0	0

Employment												
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2015	
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	54	61	69	84	79	89						
Total Complainants	53	58	64	76	68	75						
Number complaints pending												
Investigation	22	51	43	43	23	23						
ROI issued, pending Complainant's action	0	3	1	0	0	0						
Hearing	44	50	63	77	76	87						
Final Agency Action	7	2	3	4	2	2						
Appeal with EEOC Office of Federal Operations	0	4	6	18	34	33						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2015	
	2010	2011	2012	2013	2014							
Pending Complaints Where Investigations Exceed Required Time Frames	7	10	14	6	0	0						