

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

National Institute of Standards and Technology:57 (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	9	5	11	9	7	2
Number of Complainants	9	5	11	9	7	2
Repeat Filers	0	0	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	
Race	2	3	3	7	2	2
Color	0	1	2	3	1	2
Religion	1	0	5	2	0	0
Reprisal	8	2	9	5	7	2
Sex	1	3	2	6	2	2
PDA	0	0	0	0	0	0
National Origin	1	0	1	3	2	0
Equal Pay Act	0	0	0	0	0	0
Age	4	2	4	4	3	2
Disability	4	1	5	6	4	0
Genetics	0	0	3	0	0	0
Non-EEO	0	0	0	0	0	0

Part 3 Complaints By Issue	Comparative Data					
<div>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</div> <div>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</div> <div>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</div>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	2	1	0	0	0	0
Assignment of Duties*	0	1	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	1	1	0	0	0	0
Suspension	0	0	0	0	1	0
Removal	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	1	2	2	0
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	3	0	2	2	2	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	3	2	6	5	2
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	1	0	0	0
Promotion/Non-Selection	2	0	0	0	1	0
Reassignment						
Reassignment: Denied/Directed	0	0	0	1	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	1	0	0	1	2	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	2	0	1	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	2	0
Termination	0	1	1	1	0	0
Terms/Conditions of Employment*	3	2	0	0	0	0
Time and Attendance	1	1	1	0	3	0
Training	0	2	0	0	3	0
Other Terms/Conditions of Employment*	0	0	7	5	3	0
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	185.18	215.83	181.67	179	202.13	220.50
Average number of days in final action	23.4	26.2	11.2	9.43	22.67	42.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	186.43	230	220.7	218.5	215	267.00
Average number of days in final action	14	24.5	1.67	3.83	18.33	0.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	183	213	177	165.67	172.67	174.00
Average number of days in final action	23	27.33	25.5	0	30.5	42.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	0	1	0	1	1	0
Average days pending prior to dismissal	0	29	0	15	17	0.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	0	1	0	1

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Findings After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

** are reported under Other Disciplinary Actions.

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Findings Without Hearing	0		0		0		0		0		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/Perm Status*	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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
Perf. Eval. / 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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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												
Reassignment: Denied/Directed	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 Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	4	6	4	6	8	9
Total Complainants	4	6	4	6	7	8
Number complaints pending						
Investigation	0	0	0	0	1	4
ROI issued, pending Complainant's action	0	0	0	5	0	0
Hearing	4	6	4	1	3	5
Final Agency Action	0	0	0	0	4	0
Appeal with EEOC Office of Federal Operations	0	0	0	3	3	0

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0