

Equal Employment Opportunity Data Posted Pursuant to the No FEAR

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

For 4th Quarter 2026 for period ending September 30, 2026

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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.

Part 1 Complaint Activity						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Number of Complaints Filed	5	11	9	7	7	15
Number of Complainants	5	11	9	7	7	12
Repeat Filers	0	0	0	0	0	3

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Race	3	3	7	2	3	1
Color	1	2	3	1	2	0
Religion	0	5	2	0	0	0
Reprisal	2	9	5	7	6	13
Sex	3	2	6	2	2	1
PDA	0	0	0	0	0	0
National Origin	0	1	3	2	0	0
Equal Pay Act	0	0	0	0	0	0
Age	2	4	4	3	3	1
Disability	1	5	6	4	4	11
Genetics	0	3	0	0	0	0
Non-EEO	0	0	0	0	1	0

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Appointment/Hire	1	0	0	0	0	0
Assignment of Duties*	1	0	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
Disciplinary Action: Reprimand**	1	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	1	1	0
Disciplinary Action: Removal	0	0	0	0	0	0
Other Disciplinary Actions**	0	1	2	2	1	3
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	2	2	2	1	4
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	3	2	6	5	4	5
Harassment: Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	0	0	0	0
Promotion/Non-Selection	0	0	0	1	0	0
Reassignment: Denied/Directed	0	0	1	0	0	0
Reassignment: Directed	0	0	0	0	0	1
Reasonable Accommodation Disability	0	0	1	2	2	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	2	0	1	0	0
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	2	0	0
Termination	1	1	1	0	3	6
Terms/Conditions of Employment*	2	0	0	0	0	0
Time and Attendance	1	1	0	3	0	2
Training	2	0	0	3	0	0
Other Terms/Conditions of Employment*	0	7	5	3	3	5

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Average days in Investigation for all cases pending during FY	215.83	181.67	179	202.13	271.33	242.30
Average days in Final Action for all cases pending during FY	26.2	11.2	9.43	22.67	42	22.11
Average days in Investigation with Hearing	230	220.7	218.5	215	290.8	224.00
Average days in Final Action with Hearing	24.5	1.67	3.83	18.33	0	15.00
Average Days in Investigation without Hearing	213	177	165.67	172.67	174	269.75
Average Days in Final Action without Hearing	27.33	25.5	0	30.5	42	36.33

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Total Complaints Dismissed by Agency	1	0	1	1	1	1
Average Days Pending Prior to Dismissal	29	0	15	17	17	19.00
Total Complaints Withdrawn by Complainants	1	0	1	0	1	0

Part 6 Total Final Agency Actions Finding Discrimination

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	0		0		0		0		0		0	
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination by Basis

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 09-30)	FY 2026 % (thru 09-30)
Total Number Findings	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

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 09-30)	FY 2026 % (thru 09-30)
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

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 09-30)	FY 2026 % (thru 09-30)
Findings 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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Total complaints from previous Fiscal Years	6	4	6	8	8	5
Total Complainants	6	4	6	7	7	5
Complaints Pending Investigation	0	0	0	1	0	0
ROI issued, pending Complainant's action	0	0	5	0	0	0
Complaints Pending in Hearing	6	4	1	3	8	4
Complaints Pending Final Agency Action	0	0	0	4	0	1
Complaints Pending Appeal with EEOC Office of Federal Operations	0	0	3	3	1	3

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0