

National Transportation Safety Board Annual Notice Regarding the Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act Notice)

		Comp Previous	arative D Fiscal Ye			
Complaint Activity	2015	2016	2017	2018	2019	2020 through September 30, 2020
Number of new complaints filed	6	2	3	2	0	2
Number of complainants	5	2	2	2	0	2
Repeat filers	3	1	1	1	0	0
Complaints by Basis		Comp Previous	arative D Fiscal Ye			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020 through September 30, 2020
Race	4	1	0	0	0	0
Color	2	2	0	0	0	0
Religion	1	0	0	0	0	0
Reprisal	2	4	1	1	0	1
Sex	3	3	0	1	0	0
National Origin	2	3	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	2	2	1	1	0	1
Disability	1	1	0	0	0	1
Non-EEO	0	1	0	0	0	0



Complaints by Issue		mparative vious Yea				
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2015	2016	2017	2018	2019	2020 through September 30, 2020
Appointment/Hire	0	1	0	0	0	1
Assignment of Duties	1	0	0	0	0	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action				1	1	
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	1	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	1	0	1
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	0	0	0
Reassignment						
Denied	0	1	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	1	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	1	0	1
Time and Attendance	0	0	0	0	0	0
Training	0	1	0	0	0	0
Other	0	2	0	1	0	0



Processing Time		Comparative Data Previous Year Data									
	2015	2016	2017	2018	2019	2020 through Sept. 30, 2020					
Complaints pending during fiscal year	6	4	6	4	2	3					
Complaints pending investigations	4	1	1	0	0	0					
Average number of days in investigation stage	180	39	25	0	0	0					
Complaints pending during fiscal year where hearing was requested	2	3	4	3	2	3					
Average number of days pending hearing	654	2076	1823	625	746	468					
Complaints pending Final Agency Decision (FAD)	0		1	1	0	0					
Average number of days pending Final Agency Decision	0	0	331	138	0	0					



Total Final Actions Finding						Con Previou	•	ive Dat al Year				
Discrimination	20	015	20	016	20	017	20)18	20	019		2020 1rough . 30, 2020
Total Number Findings	#	%	#	%	#	%	#	%	#	%	#	%
Without Hearing	0	0%	0	0%	0	0%	0	0%	1	100%	0	0
With Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	0	0
Findings of Discrimination Rendered by Basis		Comparative Data Previous Year Data										
Note: Complaints can be filed alleging	20	015	20	016	20	017	20	018	20	019	thr	020 [.] ough 30, 2020
multiple issues. The sum of the issues may not equal total complaints filed.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1	100%	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%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	1	100%	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	100%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%



Findings of Discrimination Rendered by Basis						ompara revious						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may	20	015	20	016	20)17	20)18	20	019	2020 through Sept. 30, 202	
not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0		0		0		0		0		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%	0	0%	0	0%
Sex	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%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing	0		0		0		0		1	100%	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%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	1	100%	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	100%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%



				omparat ous Fisca								
Findings of Discrimination Rendered by Issue	2015		20)16	20)17	2018			019	thr	020 ough 30, 2020
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	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%
Sexual	0	0%	0	0%	0	0%	0	0%	1	100%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%



Findings of		Comparative Data Previous Fiscal Year Data													
Discrimination Rendered by Issue	2015		2	2016		2017		018	2019		th	2020 rough 30, 2020			
	#	%	#	%	#	%	#	%	#	%	#	%			
Findings After 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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
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%	0	0%	0	0%			
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
Harassment	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%			
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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
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%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			



Findings of		Comparative Data Previous Fiscal Year Data												
Discrimination Rendered by Issue	20)15	20)16	20	017	20	018	20)19	thr	020 ough 30, 2020		
	#	%	#	%	#	%	#	%	#	%	#	%		
Findings Without Hearing	0		0		0		0		1	100%	0			
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
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%	0	0%	0	0%		
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Harassment	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%		
Sexual	0	0%	0	0%	0	0%	0	0%	1	100%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
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%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		



	Pre	Comparative Data Previous Fiscal Year Data							
Pending Complaints Filed in Previous Fiscal Years by Status	2015	2016	2017	2018	2019	2020 through Sept. 30, 2020			
Total Complaints from Previous Fiscal Years	6	4	6	4	5	2			
Total Complainants	4	4	5	4	3	2			
Number of Complaints Pending									
Investigation	4	1	1	0	0	0			
Hearing	2	3	4	3	2	1			
Final Action	0	0	1	1	0	0			
Appeal with EEOC Office of Federal Operations	0	1	1	3	3	1			

	Pre	Compara evious Fis				
Complaint Investigations	2015	2016	2017	2018	2019	2020 through Sept. 30, 2020
Pending Complaints where Investigations Exceed the Required Time Frames	1	1	0	0	0	0