No FEAR Act Notice 4th Quarter FY2026

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

No FEAR Act Notice

On May 15, 2002, the President signed into law the ``Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002,'' which is now known as the No FEAR Act. (Pub. L. 107-174). The purpose of the Act is to ``require that Federal agencies be accountable for violations of anti-discrimination and whistleblower protection laws.'' In support of this, Congress found that ``agencies cannot be run effectively if [they] practice or tolerate discrimination.” (Section 101(1)). The No FEAR Act also requires the NTSB to provide this notice to its employees, former employees, and applicants for NTSB employment to ensure awareness of the rights and protections available under Federal antidiscrimination and whistleblower protection laws.

Anti-discrimination Laws

A Federal agency cannot discriminate against an employee or applicant with respect to the terms, conditions, or privileges of employment on the basis of race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, marital status or political affiliation. Discrimination on these bases is prohibited by one or more of the following statutes: 5 U.S.C. 2302(b)(1), 29 U.S.C. 206(d), 29 U.S.C. 631, 29 U.S.C. 633a, 29 U.S.C. 791, and 42 U.S.C. 2000e-16.

If you believe that you have been the victim of unlawful discrimination on the basis of race, color, religion, sex, national origin, sexual orientation, genetic information or disability, you must contact the Office of Equal Employment Opportunity, Diversity and Inclusion within 45 calendar days of the alleged discriminatory action, or, in the case of a personnel action, within 45 calendar days of the effective date of the action, before you can file a formal complaint of discrimination with the NTSB. If you believe that you have been the victim of unlawful discrimination on the basis of age, you must contact an Equal Employment Opportunity (EEO) counselor as noted above. If you are alleging discrimination based on marital status or political affiliation, you may file a written complaint with the U.S. Office of Special Counsel (OSC) (see contact information below). In the alternative (or in some cases, in addition), you may pursue a discrimination complaint by filing a grievance through the agency's administrative or negotiated grievance procedures, if such procedures apply and are available.

Whistleblower Protection Laws

A Federal employee with authority to take, direct others to take, recommend or approve any personnel action must not use that authority to take, fail to take or threaten to take a personnel action against an employee or applicant because of disclosure of information by that individual that is reasonably believed to evidence violations of law, rule, or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety, unless disclosure of such information is specifically prohibited by law and such information is specifically required by Executive Order to be kept secret in the interest of national defense or the conduct of foreign affairs.

Retaliation against an employee or applicant for making a protected disclosure is prohibited by 5 U.S.C. 2302(b)(8). If you believe that you have been the victim of whistleblower retaliation, you may file a written complaint (Form OSC-11) with the U.S. Office of Special Counsel at 1730 M Street NW, Suite 218, Washington, D.C. 20036-4505 or online through the OSC Website.

Retaliation for Engaging in Protected Activity

A Federal agency cannot retaliate against an employee or applicant because that individual exercises his or her rights under any of the Federal anti-discrimination or whistleblower protections laws listed above. If you believe that you are the victim of retaliation for engaging in protected activity, you must follow, as appropriate, the procedures described in the Antidiscrimination Laws and Whistleblower Protection Laws sections of this notice or, if applicable, the administrative or negotiated grievance procedures to pursue any legal remedy.

Disciplinary Actions

Under the existing laws, each agency retains the right, where appropriate, to discipline a federal employee for conduct that is inconsistent with Federal anti-discrimination and whistleblower protection laws up to and including removal. If OSC has initiated an investigation under 5 U.S.C. 1214, however, according to 5 U.S.C. 1214(f), agencies must seek approval from the Special Counsel to discipline employees for, among other activities, engaging in prohibited retaliation. Nothing in the No FEAR Act alters existing laws or permits an agency to take unfounded disciplinary action against a federal employee or to violate the procedural rights of a Federal employee who has been accused of discrimination.

Existing Rights Unchanged

Pursuant to section 205 of the No FEAR Act, neither the Act nor this notice creates, expands, or reduces any rights otherwise available to any employee, former employee, or applicant under the laws of the United States, including the provisions of law specified in 5 U.S.C. 2302(d).

Additional Information

For further information regarding the No FEAR Act regulations, refer to 5 CFR part 724 (Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002), as well as the appropriate offices within National Transportation Safety Board (e.g., the Office of Equal Employment Opportunity Diversity and Inclusion, Human Resources Division or the Office of General Counsel). Additional information regarding Federal anti-discrimination, whistleblower protection and retaliation laws can be found at the EEOC Website and the OSC Website.

The following No Fear Act Notice and the No Fear Charts are located on the NTSB Website.

National Transportation Safety Board Annual Notice Regarding the Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act Notice) 3rd Quarter FY2026

Formal Complaint Activity	2021	2022	2023	2024	2025	2026
Number of New Complaints Filed	1	2	7	2	1	3
Number of Complaints	1	2	6	2	1	3
Repeat Filers	0	0	1	1	0	0

Complaints by Basis	2021	2022	2023	2024	2025	2026
Race	1	1	3	2	0	1
Color	1	1	1	2	0	0
Religion	0	0	0	0	0	0
Retaliation/Reprisal	1	2	4	2	0	3
Sex	0	0	2	2	0	1
National Origin	0	0	0	0	0	1
Equal Pay Act	0	0	0	0	0	0
Age	0	0	2	2	0	1
Disability	0	1	3	2	1	2
Non-EEO	0	0	0	0	1	0

Complaints By Issues	2021	2022	2023	2024	2025	2026
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	2	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	1	0	0	1
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	2	0	0	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	0	1	4	1	0	2
Sexual Harassment	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	1	1	1	0	0	1
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	1	1	1	1	1
Reinstatement	0	0	0	0	0	0

Complaints By Issues	2021	2022	2023	2024	2025	2026
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1	1
Terms/Conditions of Employment	0	0	3	1	0	0
Time and Attendance	0	0	0	1	0	0
Training	0	0	0	0	0	0
Other	1	0	2	1	0	2

Processing Time	2021	2022	2023	2024	2025	2026
Complaints pending during fiscal year	0	0	0	2	1	0
Complaints pending investigation	0	0	0	2	0	1
Average Number of Days in Investigation Stage	231	314	142	193	164	145
Complaints Pending During Fiscal Year Where Hearing was Requested	0	0	0	0	2	2
Average number of days pending hearing	0	0	0	0	0	230
Complaints pending Final Agency Decision (FAD)	0	0	0	0	0	0
Average Number of Days pending Final Agency Decision (FAD)	0	59	43	0	0	0

Total Final Action Finding Discrimination	2021	2022	2023	2024	2025	2026
Total Number Finding	0	0	0	0	0	1
Percentage	0%	0%	0%	0%	0	0
Without Hearing	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0	0
With Hearing	0	0	0	0	0	1
Percentage	0%	0%	0%	0%	0	0

Findings of Discrimination Rendered by Basis	2021	2022	2023	2024	2025	2026
Total Number of Findings	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0	0%
Race	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0	0%
Color	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0	0%
Religion	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0	0%
Retaliation/Reprisal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%

Findings of Discrimination Rendered by Basis	2021	2022	2023	2024	2025	2026
Sex	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
National Origin	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Equal Pay Act	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Age	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disability	0	0	0	0	0	1
Percentage	0%	0%	0%	0%	0%	100.0%
Non-EEO	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0

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

Findings of Discrimination Rendered by Basis	2021	2022	2023	2024	2025	2026
Findings After Hearing	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Race	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Color	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Religion	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Retaliation/Reprisal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Sex	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
National Origin	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Equal Pay Act	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Age	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disability	0	0	0	0	0	1
Percentage	0%	0%	0%	0%	0%	100.0%
Non-EEO	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%

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

Findings of Discrimination Rendered by Basis	2021	2022	2023	2024	2025	2026
Findings Without Hearing	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Race	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Color	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Religion	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Retaliation/Reprisal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Sex	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
National Origin	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Equal Pay Act	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Age	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disability	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Non-EEO	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%

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

Findings of Discrimination Rendered by Issues	2021	2022	2023	2024	2025	2026
Total Number of Findings without Hearing	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Appointment/Hire	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Assignment of Duties	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Awards	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Conversion to Full-time	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Demotion	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Reprimand	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Suspension	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%

Findings of Discrimination Rendered by Issues	2021	2022	2023	2024	2025	2026
Disciplinary Action - Removal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Other	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Duty Hours	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Evaluation/Appraisal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Examination/Test	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Non-Sexual Harassment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Sexual Harassment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Medical Examination	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Pay Including Overtime	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Promotion/ Non-Selection	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Denied Reassignment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Directed Reassignment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Reasonable Accommodation	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Reinstatement	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Retirement	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Termination	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Terms/Conditions of Employment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Time and Attendance	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Training	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Other	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%

Findings of Discrimination Rendered by Issues	2021	2022	2023	2024	2025	2026
Findings After Hearing	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Appointment/Hire	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Assignment of Duties	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Awards	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Conversion to Full-time	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Demotion	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Reprimand	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Suspension	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Removal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Other	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Duty Hours	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Evaluation/Appraisal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Examination/Test	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Non-Sexual Harassment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Sexual Harassment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Medical Examination	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Pay Including Overtime	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Promotion/ Non-Selection	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Denied Reassignment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Directed Reassignment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Reasonable Accommodation	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%

Findings of Discrimination Rendered by Issues	2021	2022	2023	2024	2025	2026
Reinstatement	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Retirement	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Termination	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Terms/Conditions of Employment	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Time and Attendance	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Training	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Other	0	0	0	0	0	1
Percentage	0%	0%	0%	0%	0%	100.0%

Findings of Discrimination Rendered by Issues	2021	2022	2023	2024	2025	2026
Findings Without Hearing	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Appointment/Hire	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Assignment of Duties	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Awards	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Conversion to Full-time	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Demotion	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Reprimand	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Suspension	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Removal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Disciplinary Action - Other	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Duty Hours	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Evaluation/Appraisal	0	0	0	0	0	0
Percentage	0%	0%	0%	0%	0%	0%
Examination/Test	0	0	0	0	0	0

Findings of Discrimination Rendered by Issues	2021	2022	2023	2024	2025	2026
Percentage	0%	0%	0%	0%	0%	0
Non-Sexual Harassment	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Sexual Harassment	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Medical Examination	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Pay Including Overtime	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Promotion/ Non-Selection	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Denied Reassignment	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Directed Reassignment	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Reasonable Accommodation	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Reinstatement	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Retirement	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Termination	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Terms/Conditions of Employment	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Time and Attendance	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Training	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0
Other	0	0	0	0	0	0%
Percentage	0%	0%	0%	0%	0%	0

Pending Complaints Filed in Previous Years by Status	2021	2022	2023	2024	2025	2026
Total Complaints from Previous Fiscal Years	1	1	0	5	5	3
Total Complainants	1	1	0	5	4	3
Number of Complaints Pending in Investigation	0	0	0	0	0	1
Number of Complaints Pending in Hearing/Appeal	1	1	0	4	1	2
Number of Complaints Pending in Final Action	0	0	0	0	0	0

Pending Complaints Filed in Previous Years by Status	2021	2022	2023	2024	2025	2026
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	7	8	8	1	3	2

Complaint Investigations	2021	2022	2023	2024	2025	2026
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	3	0	0