



NO FEAR ACT DATA – [FY 2026]

Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107–174

- [Complaint Activity](#)
- [Complaints by Basis](#)
- [Complaints by Issue](#)
- [Processing Time](#)
- [Complaints Dismissed by Agency and Withdrawn by Complainants](#)
- [Total Final Actions Finding Discrimination](#)
- [Findings of Discrimination Rendered by Basis](#)
- [Findings of Discrimination Rendered by Issue](#)
- [Pending Complaints Filed in Previous Fiscal Years by Status](#)
- [Complaint Investigations](#)

Report Prepared for:

U.S. Equal Employment Opportunity Commission

National Guard Bureau

Nevada National Guard

Complaint Activity

Complaint Activity	2022	2023	2024	2025	2026 (Q4)
Number of complaints filed	5	5	1	1	1
Number of complainants	4	5	1	1	1
Repeat filers	1	0	1	0	0

Complaints by Basis

Complaints by Basis	2022	2023	2024	2025	2026 (Q4)
Race	2	3	1	0	0
Color	0	1	0	0	0
Religion	0	0	0	0	0
Reprisal	2	2	1	0	1
Sex	3	3	1	2	0
PDA	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	2	0	0	0	0
Age	0	0	0	0	0
Disability	0	0	0	0	1
Genetic information	0	0	0	0	0
Non-EEO	0	0	0	0	0

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

Complaints by Issue¹

Complaints by Issue	2022	2023	2024	2025	2026 (Q4)
Appointment/Hire	1	2	1	0	0
Assignment of Duties	3	2	0	1	0
Awards	0	1	0	1	0
Conversion to Full-time	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0
Disciplinary Action: Reprimand	1	0	0	0	1
Disciplinary Action: Removal	0	1	0	1	0
Disciplinary Action: Suspension	0	0	0	0	0
Disciplinary Action: Other	1	0	1	1	1
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	0	1	2	0	0
Examination/Test	0	0	0	0	0
Harassment: Non-Sexual	4	3	3	1	0
Harassment: Sexual	1	0	0	1	0
Medical Examination	0	0	1	0	0
Pay (including Overtime)	0	1	1	1	0

¹ Based on EEOC guidance and after careful review of issues alleged in complaints, some cases may involve multiple bases and/or issues, thus combined totals within individual categories may exceed the total number of cases reported.

Complaints by Issue	2022	2023	2024	2025	2026 (Q4)
Promotion/Non-Selection	0	1	3	0	0
Reassignment: Denied	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	1	0	0	1	1
Terms/Conditions of Employment	1	2	1	0	0
Time and Attendance	0	0	0	0	0
Training	0	0	1	0	0
Other	0	1	1	0	0

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

Processing Time

Complaints Pending During the Fiscal Year

Complaints Pending During the Fiscal Year	2022	2023	2024	2025	2026 (Q4)
Average number of days in investigation stage	101	90	73	0	160
Average number of days in final action stage	217	21	201	0	0

Complaints Pending During Fiscal Year Where Hearing Was Requested

Complaints Pending During Fiscal Year Where Hearing Was Requested	2022	2023	2024	2025	2026 (Q4)
Average number of days in investigation stage	101	90	73	0	0
Average number of days in final action stage	217	21	201	0	0

Complaints Pending During Fiscal Year Where Hearing Was Not Requested

Complaints Pending During Fiscal Year Where Hearing Was Not Requested	2022	2023	2024	2025	2026 (Q4)
Average number of days in investigation stage	0	0	0	0	0
Average number of days in final action stage	46	41	0	0	0

Complaints Dismissed by Agency and Withdrawn by Complainants

Complaints Dismissed by Agency

Complaints Dismissed by Agency	2022	2023	2024	2025	2026 (Q4)
Total complaints dismissed by Agency	3	5	0	0	0

Average days pending prior to dismissal	209	233	0	0	0
---	-----	-----	---	---	---

Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	2022	2023	2024	2025	2026 (Q4)
Total complaints withdrawn by complainants	1	1	0	0	0

Total Final Actions Finding Discrimination¹

Total Final Actions Finding Discrimination	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis

Total Number Findings

Total Number Findings	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

Findings After Hearing

Findings After Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Findings After Hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing

Findings Without Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	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 Issue

Total Number Findings	Total Number Findings									
	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Total Number Findings	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0

Total Number Findings	20221 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

Findings After Hearing

Findings After Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Findings After Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full time	0	0	0	0	0	0	0	0	0	0
Disciplinary action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Other	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing

Findings Without Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full time	0	0	0	0	0	0	0	0	0	0
Disciplinary action: Total	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Total	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %	2025 #	2025 %	2026 (Q4)#	2026 (Q4)%
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Total	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

¹Note: During the reporting period, there were no findings of discrimination or other substantive violations under the No FEAR Act.

Pending Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	2022	2023	2024	2025	2026 (Q4)
Total Complaints from Previous Fiscal Years	1	1	1	0	0
Total Complainants	1	1	1	0	0

Number Complaints Pending

Number Complaints Pending	2022	2023	2024	2025	2026 (Q4)
Investigation	0	0	0	0	1
Hearing	1	1	1	0	0
Final Action	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0

Complaint Investigations

Complaint Investigations	2022	2023	2024	2025	2026 (Q4)
Pending complaints where investigations exceed required time frames	0	0	0	0	0