## **National Credit Union Administration**

FY 2025 NO FEAR Act Data 2nd Quarter: January 1, 2025 - March 31, 2025

Complaint Activity	2020	2021	2022	2023	2024	2025 <b>Q2</b>
Number of Complaints Filed	5	1	4	1	7	3
Number of Complainants	5	1	4	1	6	3
Repeat Filers in Fiscal Year	0	0	0	0	1	0

Complaints by Basis	2020	2021	2022	2023	2024	2025 Q <b>2</b>
Race	1	1	3	1	4	2
Color	0	0	1	0	0	0
Religion	0	0	0	0	0	1
Reprisal	3	0	1	0	6	3
Sex	3	1	2	0	2	1
National Origin	0	0	0	0	0	1
Equal Pay Act	0	0	0	0	1	0
Age	2	1	0	0	2	0
Disability	3	0	2	0	3	3
Genetic Information	1	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 Issue	2020	2021	2022	2023	2024	2025 Q <b>2</b>
Appointment/Hire	0	0	1	0	0	1
Assignment of Duties	2	0	1	0	8	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
Reprimand	0	0	0	0	3	0
Removal	0	0	0	0	0	0
Suspension	1	0	1	0	1	1
Other	1	0	0	0	1	2
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	0	3	0	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	0	1	0	4	2
Sexual	1	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	0	1	0
Promotion/Non-Selection	2	1	2	1	1	0
Reassignment						
Denied	0	0	1	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1	0
Terms/Conditions of Employment	3	0	4	0	10	0
Time and Attendance	1	0	1	0	1	1
Training	0	0	1	0	1	0
Other (Verbal Remarks)	0	0	0	0	5	1

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

Processing Time	2020	2021	2022	2023	2024	2025 Q <b>2</b>
Complaints pending during fiscal year	*12	5	4	3	8	9*
Average number of days in investigation stage	*204	229	170	122	151	156
Average number of days in final action stage	69	0	0	0	46	0
Complaint pending during fiscal year where hearing was requested	9	5	3	2	3	1
Average number of days in investigation stage	228	229	186	158	212	177
Average number of days in final action stage	424	479	41	329	340	145
Complaint pending during fiscal year where hearing was not requested	1	1	1	0	0	0
Average number of days in investigation stage	180	202	176	0	0	0
Average number of days in final action stage	57	60	38	0	0	0

<sup>\*</sup>Includes a remand to investigate claims.

Complaints Dismissed by Agency	2020	2021	2022	2022	2024	2025
Complaints Dismissed by Agency	2020	2021	2022	2023	2024	Q2

Total Complaints Dismissed by Agency	1	0	0	0	1	1
Average days pending prior to dismissal	69	0	0	0	57	90

Complaints Withdrawn by Complainants										
Total Complaints Withdrawn by	0	1	0	0	0	0				
Complainants	U	1	U		U	0				

Total Final Actions Finding Discrimination	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025
Rendered by Basis												
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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 After Hearing												
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												
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

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

Findings of Discrimination	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025
Rendered by Issue												
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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

<u></u>												
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 After Hearing												
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
	0	0	0	0	0		0		0	0	0	0
Other						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 Without Hearing												
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
	0	0	0	0	0	0	0	0	0	0	0	0
Demotion Densimond												
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	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
Other Duty Hours	0	0	0	0	0 0 0	0 0 0	0	0	0	0	0 0	0
Other Duty Hours Evaluation Appraisal	0 0 0	0 0 0	0 0 0	0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0	0 0 0	0 0
Other Duty Hours Evaluation Appraisal Examination/Test	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0 0	0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime)	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime)	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement Retirement	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0								
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement Retirement Termination	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0								
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement Retirement Termination Terms/Conditions of Employment	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement Retirement Termination Terms/Conditions of Employment Time and Attendance	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											
Other Duty Hours Evaluation Appraisal Examination/Test Harassment Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed Reasonable Accommodation Reinstatement Retirement Termination Terms/Conditions of Employment	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											

Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 Q <b>2</b>
Total complaints from previous Fiscal Years	4	3	2	3*	2	6**
Total Complainants	4	3	2	3*	2	6**

<sup>\*</sup>Includes a reconsideration. \*\* Includes a remand complaint.

Number of previous complaints pending at close of quarter									
Investigation	0	0	0	0	0	2			
Hearing	4	3	0	1	2**	2			
Final Action	0	0	0	0	0	0			
Appeal with EEOC Office of Federal Operations	0	0	2	2*	0	1			

<sup>\*</sup>Includes a reconsideration. \*\*Includes a hearing dismissed w/o prejudice to allow the investigation of the amended claim.

Complaint Investigations	2020	2021	2022	2023	2024	2025 Q <b>2</b>
Pending Complaints Where						
Investigations Exceeds Required Time	0	0	0	0	0	0
Frames						