## National Credit Union Administration FY 2025 NO FEAR Act Data 3rd Quarter: April 1, 2025 - June 30, 2025

2020	2021	2022	2023	2024	2025 Q3
5	1	4	1	7	3*
5	1	4	1	6	3
0	0	0	0	1	0
	<b>2020</b> 5 5 0	2020         2021           5         1           5         1           0         0	2020         2021         2022           5         1         4           5         1         4           0         0         0	2020         2021         2022         2023           5         1         4         1           5         1         4         1           0         0         0         0	2020         2021         2022         2023         2024           5         1         4         1         7           5         1         4         1         6           0         0         0         0         1

\*This number does not include the remanded complaint because it was captured in FY 2024 when the complaint was

initially	filed.
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Complaints by Basis	2020	2021	2022	2023	2024	2025 Q3
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 Q3
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 Q3
Complaints pending during fiscal year	*12	5	4	3	8	9*
Average number of days in investigation stage	*204	229	170	122	151	202
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	5
Average number of days in investigation stage	228	229	186	158	212	238
Average number of days in final action stage	424	479	41	329	340	121
Complaint pending during fiscal year where hearing was not requested	1	1	1	0	0	1
Average number of days in investigation stage	180	202	176	0	0	124
Average number of days in final action stage	57	60	38	0	0	3

\*Includes a remand to investigate

Complaints Dismissed by Agency	2020	2021	2022	2023	2024	2025 Q3
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	2020	2021	2022	2023	2024	2025 Q3
Total Complaints Withdrawn by Complainants	0	1	0	0	0	1

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 Rendered by Basis	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025
	#	%	#	%	#	%	#	%	#	%	#	%
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

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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 ba	ses. The	sum of th	e bases m	nay not eq	ual total o	omplaints	and findi	ngs.			
Findings of Discrimination Rendered by Issue	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 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 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 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 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 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 Denied	0	0	0	0	0	0	0	0	0	0	0	0
Denied 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 Fermination	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 Other	0	0	0	0	0	0	0	0	0	0	0	0
Juliei	U	U	U	U	U	U	U	U	U	U	U	U
Findings After Hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties 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 Guspension	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
Outy Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal 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 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 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 Fermination	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
Fraining	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 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 Guspension	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
Outy Hours	0	0	0	0	0	0	0	0	0	0	0	0
valuation Appraisal xamination/Test	0	0	0	0	0	0	0	0	0	0	0	0
larassment	0	0	0	0	0	0	0	0	0	0	0	0
Ion-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual  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 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
Fermination	0	0	0	0	0	0	0	0	0	0	0	0
Ferms/Conditions of Employment Fime 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

Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 Q3
Total complaints from previous Fiscal Years	4	3	2	3*	2	6**
Total Complainants	4	3	2	3*	2	6**
**Includes a remanded complaint.						
Number of previous complaints per	ding at c	lose of q	uarter			
Investigation	0	0	0	0	0	1
Hearing	4	3	0	1	2	4
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	2	2*	0	1
*Includes a remand to investigate clain	ns.					
Complaint Investigations	2020	2021	2022	2023	2024	2025 Q3
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0