

National Credit Union Administration
FY 2025 NO FEAR Act Data
4th Quarter: July 1, 2025 - September 30, 2025

Complaint Activity	2020	2021	2022	2023	2024	2025 Q4
Number of Complaints Filed	5	1	4	1	7	4*
Number of Complainants	5	1	4	1	6	4
Repeat Filers in Fiscal Year	0	0	0	0	1	0

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

Complaints by Basis	2020	2021	2022	2023	2024	2025 Q4
Race	1	1	3	1	4	3
Color	0	0	1	0	0	1
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	2
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 Q4
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	1
Suspension	1	0	1	0	1	1
Other	1	0	0	0	1	0
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	3
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	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Termination	0	0	0	0	1	1
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 Q4
Complaints pending during fiscal year	*12	5	4	3	8	10*
Average number of days in investigation stage	*204	229	170	122	151	184

Average number of days in final action stage	69	0	0	0	46	44
Complaints pending during fiscal year where hearing was requested	9	5	3	2	3	6
Average number of days in investigation stage	228	229	186	158	212	179
Average number of days in final action stage	424	479	41	329	340	138
Complaint pending during fiscal year where hearing was not requested	1	1	1	0	0	3
Average number of days in investigation stage	180	202	176	0	0	229
Average number of days in final action stage	57	60	38	0	0	7

*Includes a remand to investigate claims.

Complaints Dismissed by Agency	2020	2021	2022	2023	2024	2025 Q4
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 Complainants	0	1	0	0	0	1*

*Complainant withdrew complaint due to acceptance in DRP

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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
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

Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 Q4
Total complaints from previous Fiscal Years	4	3	2	3*	2	6*
Total Complainants	4	3	2	3*	2	5**

*Includes a remanded complaint.

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

*Includes a remand to investigate claims.

Complaint Investigations	2020	2021	2022	2023	2024	2025 Q4
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0