

DEFENSE NUCLEAR FACILITIES SAFETY BOARD



Fiscal Year 2025
Annual Report on the
Notification and Federal Employee Antidiscrimination and
Retaliation Act of 2002
P.L. 107-174

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Introduction

Section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) requires federal agencies to submit an annual report to the Speaker of the House of Representatives, the President pro tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Attorney General, the Office of Personnel Management, and the Equal Employment Opportunity Commission.¹ The Defense Nuclear Facilities Safety Board (Board or DNFSB) submits this report to satisfy the No FEAR Act requirements.

Civil Cases Filed

Section 203(a)(1) of the No FEAR Act requires that agencies include in their annual reports the number of cases arising under each of the respective provisions of law covered by paragraphs (1) and (2) of section 201(a), in which discrimination on the part of such agency was alleged; the status of disposition of these cases; and the amount of money the agency was required to reimburse under section 201. During Fiscal Year (FY) 2025, the DNFSB had zero cases pending in federal court alleging violations under Title VII of the Civil Rights Act.

Judgment Fund Reimbursements and Budget Adjustments

On May 10, 2006, the Office of Personnel Management (OPM) published final regulations in the *Federal Register* clarifying the agency reimbursement provisions of Title II of the No FEAR Act. These regulations, among other things, state that the Federal Management Service, US Department of the Treasury (FMS), will provide notice to an agency's chief financial officer within 15 business days after payment from the Judgment Fund. The agency is required either to reimburse the Judgment Fund within 45 business days after receiving the notice from FMS or to contact FMS in writing to arrange for reimbursement. Additionally, pursuant to section 203(a)(8) of the No FEAR Act, federal agencies must include in their annual report to Congress information regarding any adjustments to their budget to reimburse Judgment Fund payments. No payments were made from the Judgment fund on DNFSB's behalf in FY2025. As such, DNFSB was not required to reimburse the Judgment Fund.

Disciplinary Actions

Section 203(a)(4) of the No FEAR Act requires that agencies include in their annual reports the number of employees disciplined for discrimination, retaliation, harassment, or any other infraction of any provision of law covered by the Act.

During FY2025, the DNFSB did not discipline any employees for discrimination, retaliation, harassment, or any other infraction of any provision of law covered by the Act.

While the DNFSB does not currently maintain a formal Table of Penalties, disciplinary actions for discrimination, harassment, and relations are determined in coordination with Employee

¹ The Office of Personnel Management (OPM) issued regulations on the reporting and best practices requirements of Title II of the No FEAR Act in December 2006 (see Title 5 *Code of Federal Regulations (CFR)* Part 724).

Relations² and the Office of General Counsel, based on the severity of the offense and applicable federal guidelines. Employees found to have engaged in prohibited conduct are subject to disciplinary action up to and including removal from federal service.

Final Year-End Data Posted Under Section 301(c)(1)(B)

Section 203(a)(5) of the No FEAR Act requires federal agencies to include their final year-end data posted under Section 301(c)(1)(B) for the fiscal year. The DNFSB's required final year-end data is presented in Appendix 3 of this report.

Policy Description on Disciplinary Actions

Section 203(a)(6) of the No FEAR Act requires that agencies include in their annual report a detailed description of the policy implemented by the agency relating to disciplinary actions imposed against a federal employee who discriminated against any individual in violation of any of the laws cited under section 201(a)(1) or (2), or committed another prohibited personnel practice that was revealed in the investigation of a complaint alleging a violation of any of the laws cited under section 201(a)(1) or (2).

In FY2025, the former Acting Chairperson of the Board issued two policy statements that reinforce the Board's commitment to establishing a workplace free from discrimination, harassment, or retaliation: the DNFSB Equal Employment Opportunity Policy and the DNFSB Anti-Harassment Policy, included in Appendix 2 of this report. These policies emphasize that employees who engage in discriminatory or harassing behavior will be subject to appropriate disciplinary action.

Analysis of Trends, Causal Analysis, and Practical Knowledge Gained through Experience

Section 203(a)(7) of the No FEAR Act requires that agencies undertake an examination of trends, causal analysis, and practical knowledge gained through experience and any actions planned or taken to improve complaint or civil rights programs of the agency.

During FY2025, DNFSB received one (1) formal EEO Complaint, filed in the fourth quarter. The formal complaint included gender (female) and hostile work environment. The complaint remains at the investigative stage and is awaiting timely completion in FY2026. The agency continues to monitor complaint activity and remains committed to maintaining a workplace free of discrimination and harassment. Ongoing efforts include refresher anti-harassment and EEO training for the workforce in FY 2025, as well as continued emphasis on early resolution of workplace concerns. In addition, employees and supervisors completed No FEAR Act training in FY 2024, and the agency is preparing to deliver No FEAR Training in FY 2026.

The Board recognizes that providing appropriate No FEAR training to managers and supervisors is critical to resolving workplace conflicts before they escalate into formal EEO complaints.

² Employee Relations services are provided through the Interior Business Center (IBC) under contract, with all decisions made under agency authority and oversight.

In FY2024, employees and supervisors were required to complete No FEAR Act training via AgLearn by August 31, 2024. In addition, the DNFSB's EEO manager conducted virtual EEO Refresher Training on April 23, 2024, April 24, 2024, and May 13, 2024, which included No FEAR Act training. As a result of these training initiatives, DNFSB achieved a 100 percent completion rate. All EEO training is designed to prevent behavioral issues, harassment, and discrimination in the workplace; and improve overall workplace productivity. In addition to recurring No FEAR Act training requirements, all new hires are instructed to complete No FEAR Act training within 90 days of on-boarding. Refresher training will be provided by the two-year anniversary.

APPENDIX 1
No FEAR Act Training Plan

No FEAR Act Training Plan

Submitted by the Defense Nuclear Facilities Safety Board (DNFSB)

On July 20, 2006, the Office of Personnel Management (OPM) published its final rule implementing the training requirements of the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act).

The final rule requires each agency to develop a written plan for training all its employees, including supervisors and managers. The plan must describe the following:

The instructional materials and method of training.

The training schedule.

The means of documenting completion of training.

On December 28, 2006, OPM issued the final rule, “Implementation of Title II of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002—Reporting & Best Practices,” which requires each agency to provide annual reports regarding its implementation of the No FEAR Act, including the agency’s written training plan.

This document (Appendix 1) constitutes the DNFSB’s No FEAR Act Training Plan.

The instructional materials and method of the training

The rule requires federal agencies to train all employees on their rights and remedies under federal antidiscrimination and whistleblower protection laws. All new employees must be trained within 90 days of hire. Agencies must provide, and all employees must complete, refresher training every 2 years.

Shortly before calendar year 2022, the DNFSB implemented the AgLearn System, a web-based software system that streamlines the procedures, approval process, tracking, and completion of online training for all DNFSB employees.

DNFSB utilizes training in AgLearn to administer training to its staff. As required by the No FEAR Act and the OPM rule, the online course “No FEAR Act” teaches DNFSB employees about their rights and the remedies available to them under the antidiscrimination, retaliation, and whistleblower protection laws and includes the following:

Instruction on all topics required by the No FEAR Act and the OPM rule.

Additional instruction for supervisors concerning their special responsibilities.

The training schedule

The DNFSB ensures that the online training is completed within 90 days of every new hire’s start date, as part of the new employee orientation process. Completion of the online “No FEAR Act” refresher training is required of all employees every two years after their arrival.

The means of documenting training completion

Employees' completion of the online training is verified through the AgLearn system, which automatically creates a record of who has completed the course. The training is required of all DNFSB employees biennially, in compliance with the recurring training and documentation requirements of 5 *CFR* §724.203(b) and (d).

APPENDIX 2
FY 2025 EEO and Anti-Harassment Policy Statements



DEFENSE NUCLEAR FACILITIES SAFETY BOARD

Washington, DC 20004-2901

March 4, 2025

DEFENSE NUCLEAR FACILITIES SAFETY BOARD EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Defense Nuclear Facilities Safety Board (DNFSB) is committed to achieving and maintaining a broad and accepting workforce free of discrimination, harassment, and retaliation. We value differences and draw strength from the innovation and creativity that breadth of perspectives brings to our work. DNFSB is committed to a culture of acceptance, integrity, dignity, and respect, ensuring all employees have the freedom to compete on a fair and level playing field.

It is DNFSB's policy to provide equal opportunity in all personnel/employment programs, management practices, and decisions, including but not limited to recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. DNFSB prohibits discrimination based on race, color, religion, sex¹, national origin, age (40 or older), disability (mental or physical), genetic information, pregnancy, childbirth, or related medical conditions, and reprisal/retaliation for engaging in protected activity or other non-merit-based factors. Regarding the basis of pregnancy, the Pregnant Workers Fairness Act (PWFA) requires agencies to provide reasonable accommodations to employees' known limitations related to pregnancy, childbirth, or related medical conditions unless such an accommodation would pose an undue hardship to the agency.

Consistent with federal laws, reprisal against those who initiate discrimination complaints, exercise the appeals or grievance right, serve as witnesses, or otherwise oppose discrimination is strictly prohibited. Managers and supervisors must be alert to issues of discrimination and must work together with employees for the prompt and equitable resolution of disputes.

Any DNFSB employee or applicant who believes that they have been subjected to discrimination or retaliation and would like to initiate an EEO complaint must contact an EEO counselor within 45 calendar days from the day the discrimination or reprisal action occurred as required under Title 29 Code of Federal Regulations part 1614. You can find additional information about the EEO program on DNFSB's public webpage, intranet, or by contacting the DNFSB's Civil Rights Director.

¹ For the purpose of this policy, 'sex' is interpreted consistent with applicable federal law and binding legal precedent.

In the event of a workplace EEO dispute, employees also have the option of using DNFSB's alternative dispute resolution (ADR) program, as a part of resolving the conflict. This program offers mediation, an informal, problem-solving process where parties voluntarily agree to attempt to resolve their differences with the assistance of a neutral third party, as part of the EEO complaint process.

Employees will be subject to appropriate disciplinary action if they are found to have engaged in discrimination, harassment, or retaliation. Harassment of any form, including sexual harassment, is unacceptable and will not be tolerated. Discrimination based upon political affiliation or marital status is prohibited by Title 5 United States Code section 2302. DNFSB employees and applicants who believe they have been subjected to discrimination based upon marital status or political affiliation should contact the Office of Special Counsel at www.osc.gov to file a complaint.

Our skilled workforce must represent the breadth of America. All employees, regardless of hiring mechanism or position, must actively support and adhere to this policy. DNFSB's commitment to EEO is not only a legal obligation but is also a moral imperative (we treat others with respect and value the humanity of each and every person) and a business imperative (to attract and retain talent, to be innovative to enhance our workplace culture, and to deliver the best value on behalf of the American people).

Equal Employment Opportunity is at the heart of what makes an effective and productive workforce. DNFSB is dedicated to removing barriers to participation by enforcing EEO laws and policies, advancing broad representation, and providing an environment free of discrimination and harassment where all employees are valued and can contribute to their fullest potential.

For questions or concerns, contact the Civil Rights Director of the DNFSB's Division of Civil Rights, Mr. Randee Artis, at 202-826-9671 or at randee.artis@dnfsb.gov.

A handwritten signature in black ink that reads "Thomas A. Summers". The signature is written in a cursive style with a horizontal line underneath the name.

Thomas Summers
Acting Chair



DEFENSE NUCLEAR FACILITIES SAFETY BOARD

Washington, DC 20004-2901

March 4, 2025

DEFENSE NUCLEAR FACILITIES SAFETY BOARD ANTI-HARASSMENT POLICY STATEMENT

The Defense Nuclear Facilities Safety Board (DNFSB) is committed to maintaining a workplace free from all forms of harassment and ensuring equal opportunity for all employees and applicants. All employees, contractors, and others performing official work for DNFSB must follow this policy and refrain from engaging in any harassing conduct.

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, 29 CFR § 1614.101(a), the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA).

Harassment is unwelcome conduct that is based on race, color, religion, sex¹, national origin, older age (beginning at age 40), disability genetic information, pregnancy, childbirth, or related medical conditions and reprisal/retaliation for engaging in protected activity or other factors not based on merit. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets, or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but can be anyone affected by the offensive conduct.
- Unlawful harassment may occur without economic injury to, or discharge of, the victim.

¹ For the purpose of this policy, 'sex' is interpreted consistent with applicable federal law and binding legal precedent.

Prevention is the best tool to eliminate harassment in the workplace. Managers and supervisors are responsible for taking proactive steps to prevent and address unlawful harassment. They should communicate clearly to all employees that unwelcome or harassing behavior is unacceptable and will not be tolerated. DNFSB is committed to fostering an environment where employees feel empowered to raise concerns without fear of retaliation, and where those concerns will be taken seriously and addressed promptly. Employees are encouraged to inform the harasser directly that their behavior is unwelcome and must stop. In addition, employees should report harassment at the earliest stage to prevent escalation.

DNFSB provides multiple avenues for addressing harassment in the workplace, including the Anti-Harassment Program and the EEO Complaints Process. The Anti-Harassment Program is designed to prevent harassing conduct before it becomes severe or pervasive. Supervisors and managers must document, and report harassment claims to the Chief Human Resources Officer within 1 business day, or as soon as possible. Inquiries or investigations shall immediately begin and shall conclude within ten (10) business days. Investigations involving numerous witnesses and complex factual allegations may require more than ten (10) business days to conclude. This process is separate from the EEO Complaints Process but may run in parallel if both processes are initiated.

Employees may also file an EEO complaint with the DNFSB's Division of Civil Rights within 45 days of the alleged incident(s). The EEO Complaints Process addresses harassment claims based on protected EEO basis and allows for informal counseling/mediation within 30 to 90 days and formal investigation within 180 days.

The Chief Human Resources Officer serves as the Anti-Harassment Program Officer, receiving allegations of harassment and advising supervisors and managers on interim relief for the alleged victim pending the outcome of an inquiry. If there is a conflict of interest, the Executive Director of Operations (EDO), the Chair or Board members will serve as the program officer. The program officer will assign an internal or external person to conduct a prompt, thorough, impartial, and appropriate investigation. DNFSB's procedures for addressing harassing conduct are outlined in its Directive D-113.1 and Operating Procedure, OP-113.1, Anti-Harassment Program, dated January 24, 2020².

Managers and supervisors have the duty to act promptly to prevent and eliminate all types of harassment. All information obtained from allegations of harassment must be kept confidential to the greatest extent possible. Retaliating or discriminating against an employee for reporting, filing a complaint, or cooperating with an inquiry/investigation is prohibited and may result in appropriate administrative or disciplinary action. The Chief Human Resources Officer in consultation with General Counsel will make the final decision about the investigation method based on the complexity and scope of the allegation(s).

When an employee reports an alleged incident of harassment, the manager or supervisor in the chain of command is required to address the allegation promptly and impartially, ensure confidentiality to the greatest extent possible, and take appropriate steps to prevent retaliation. The harassment allegation may be made orally or in writing and should include the name of the alleged harasser, relevant facts, the date of the incident, and the names of any witnesses.

² Directive D-113.1 and Operating Procedure, OP-113.1, Anti-Harassment Program, dated January 24, 2020, currently lists the General Manager as the Anti-Harassment Program Officer. However, this position no longer exists due to a reorganization, and the Chief Human Resources Officer now serves in that role within the Anti-Harassment Program. These documents are scheduled for revision in 2025 to reflect this organizational change.

Employees, managers, or supervisors found to have engaged in harassing conduct may face appropriate disciplinary action, up to and including removal from Federal service. This policy does not limit a supervisor's or manager's right to manage effectively. Personnel actions taken by a supervisor or manager for valid and supportable reasons do not constitute workplace harassment.

DNFSB also promotes the use of the Alternative Dispute Resolution (ADR) process to resolve workplace disputes. The ADR process is used to resolve a wide range of workplace disputes, including EEO and grievance-related matters, in a cooperative, cost-effective, and timely manner. All employees are strongly encouraged to cooperate and engage in the ADR process when appropriate.

I am confident that, by exercising individual responsibility, we will be able to maintain a professional and positive work environment for everyone. To this end, I ask that all employees join me in implementing this policy and helping to ensure that all employees and contractors understand their rights under our policies and Federal law.

A handwritten signature in black ink that reads "Thomas A. Summers". The signature is written in a cursive style with a horizontal line underneath it.

Mr. Thomas Summers
Acting Chair

APPENDIX 3
No FEAR ACT Notice FY 2025

No FEAR Act Notice FY25



Defense Nuclear Facilities Safety Board Annual Notice Regarding the Federal Employee Antidiscrimination and Retaliation Act

(No FEAR Act Notice)

The “Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002,” known as the “No FEAR Act,” requires federal agencies like the Defense Nuclear Facilities Safety Board (DNFSB) to “be accountable for violations of antidiscrimination and whistleblower protection laws.” Congress passed the No FEAR Act because it found that “agencies cannot be run effectively if those agencies practice or tolerate discrimination.” Pub. L. 107-74, Title I, General Provisions, § 101(1).

The No FEAR Act requires federal agencies to provide this notice to federal employees, former employees, and applicants for employment. This notice is intended to inform you of the rights and protections available to you under federal antidiscrimination, civil service, whistleblower protection, and anti-retaliation laws.

Antidiscrimination Laws

A federal agency cannot discriminate or tolerate harassment against any employee or applicant for employment based on race, skin color, religion, sex³, pregnancy, childbirth, or related medical conditions, national origin, age, disability, genetic information, reprisal, marital status, parental status, political affiliation, military service, protected equal employment opportunity (EEO) activity, whistleblower activity, or any other non-merit factor.

Discrimination on these bases is prohibited by federal statutes and executive orders. See 5 U.S.C. § 2302(b); 29 U.S.C. § 206(d); 29 U.S.C. § 633a; 29 U.S.C. § 791; 38 U.S.C. §§ 4301-35; 42 U.S.C. § 2000e-16; 42 U.S.C. § 2000ff et seq.; 42 U.S.C. § 2000gg et seq.; Executive Order (EO) 11478; EO 13145; and EO 13152.

If you believe that you have been the victim of unlawful discrimination on the basis of race, skin color, religion, sex, pregnancy, childbirth, or related medical conditions, national origin, age,

³ For the purpose of this report, ‘sex’ is interpreted consistent with applicable federal law and binding legal precedent.

disability or reprisal, you must contact an EEO counselor 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 your agency. A description of DNFSB's policies and procedures for filing an EEO complaint can be found on the DNSFB intranet or by contacting the EEO manager.

If you believe that you have been the victim of unlawful discrimination based on age, you must either contact an EEO counselor, as noted above, or give notice of intent to sue to the Equal Employment Opportunity Commission (EEOC) within 180 calendar days of the alleged discriminatory action. 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). If you are alleging discrimination based on military service, you may request assistance from the Veterans' Employment and Training Service (VETS) at the Department of Labor (DOL), the Merit Systems Protection Board (MSPB), or OSC, depending on the circumstances.

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 or fail to take, or threaten to take or fail 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 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-14) with OSC at 1730 M Street NW, Suite 218, Washington, DC 20036-4505 or online through the OSC Web site: <http://www.osc.gov>.

Retaliation for Engaging in Protected Activity

A federal agency cannot retaliate against an employee or applicant because those individuals exercise their rights under any federal antidiscrimination or whistleblower protection 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.

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 antidiscrimination and whistleblower protection laws, up to and including removal from federal service. 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 OSC 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.

However, under the Dr. Chris Kirkpatrick Whistleblower Protection Act of 2017, an agency must propose certain disciplinary actions against supervisors who have engaged in certain specified acts of whistleblower retaliation or other forms of retaliation and prohibited personnel practices under civil service laws.

Additional Information

For further information regarding the No FEAR Act regulations, refer to 5 Code of Federal Regulations (C.F.R.) Part 724. You can find additional information regarding federal antidiscrimination, whistleblower protection, and retaliation laws on the EEOC website at <http://www.eeoc.gov>, on the OSC website at <http://www.osc.gov>, on the MSPB website at <http://www.mspb.gov>, or on the VETS website at <https://www.dol.gov/vets>.

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).

I fully support the principles of the No FEAR Act, and I am committed to providing a workplace environment that is free from discrimination. It is DNFSB's policy to prohibit employment discrimination and interference or retaliation when protected disclosures are made.

The Civil Rights Director, along with agency leadership, will ensure proper implementation of the No FEAR Act's mandatory requirements. I expect all offices to offer their full support to ensure compliance with the requirements of the No FEAR Act. You may obtain further information regarding the No FEAR Act by contacting the Civil Rights Director for assistance.

For questions or concerns, contact DNFSB's Civil Rights Director at 202-826-9671 or eeoinfo@dnfsb.gov.

APPENDIX 4
**EEO Data Posted Pursuant to Title III of the Notification and Federal
Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR
Act), Pub. L. 107-174**

FY2021 - FY2026: Equal Employment Opportunity Data Posted Pursuant to the No FEAR ACT

Complaint Activity	Comparative Data					2026 Thru 12-31-25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Number of Complaints Filed	0	0	1	3	1	0
Number of Complainants	0	0	1	3	1	0
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					2026 Thru 12-31-25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	0	0	1	3	0	0
Color	0	0	1	1	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	2	0	0
Sex	0	0	1	2	1	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					2026 Thru 12-31-25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	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
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	1	3	1	0
Sexual	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	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	1	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

Processing Time	Comparative Data					2026 Thru 12-31-25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Complaints pending during fiscal year	0	0	1	1	1	1
Average number of days in investigation	0	0	115	20	79	171
Average number of days in final action	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was requested	0	0	0	0	0	0
Average number of days in investigation	0	0	0	0	0	0
Average number of days in final action	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested	0	0	0	0	0	0
Average number of days in investigation	0	0	0	0	0	0
Average number of days in final action	0	0	0	0	0	0

Complaints Dismissed by Agency	Comparative Data					2026 Thru 12-31-25
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	
Total Complaints Dismissed by Agency	0	0	0	1	0	0
Average days pending prior to dismissal	0	0	0	116	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	3	1	0

Total Final Actions Finding Discrimination	Comparative Data										2026 Thru 12-31-25	
	Previous Fiscal Year Data											
	2021		2022		2023		2024		2025		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0	0	0	0	0	0	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	Comparative Data												
	Previous Fiscal Year Data												
													2026 Thru 12-31-25
	2021		2022		2023		2024		2025		#	%	
#	%	#	%	#	%	#	%	#	%	#			%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	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	0
Religion	0	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	0
Sex	0	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	0
Equal Pay Act	0	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	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	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	0
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	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	0
Religion	0	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	0
Sex	0	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	0
Equal Pay Act	0	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	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	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	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	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	0
Religion	0	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	0
Sex	0	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	0
Equal Pay Act	0	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	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	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	0

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2026 Thru 12-31-25		
	2021		2022		2023		2024		2025		#	%	
	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action	0	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	0
Reprimand	0	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	0
Removal	0	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	0
Duty Hours	0	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	0
Examination/Test	0	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	0
Non-Sexual	0	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	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Denied	0	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	0
Reasonable Accommodation	0	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	0
Retirement	0	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	0
Terms/Conditions of	0	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	0
Training	0	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	0
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action	0	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	0
Reprimand	0	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	0
Removal	0	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	0
Evaluation Appraisal	0	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	0
Harassment	0	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	0

Sexual	0	0	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	0	0
Pay (Including Overtime)	0	0	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	0	0
Reassignment	0	0	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	0	0
Directed	0	0	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	0	0
Reinstatement	0	0	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	0	0
Termination	0	0	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	0	0
Time and Attendance	0	0	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	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	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	0	0
Awards	0	0	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	0	0
Disciplinary Action	0	0	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	0	0
Reprimand	0	0	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	0	0
Removal	0	0	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	0	0
Duty Hours	0	0	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	0	0
Examination/Test	0	0	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	0	0
Non-Sexual	0	0	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	0	0
Medical Examination	0	0	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	0	0
Promotion/Non-Selection	0	0	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	0	0
Denied	0	0	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	0	0
Reasonable Accommodation	0	0	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	0	0
Retirement	0	0	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	0	0
Terms/Conditions of Employment	0	0	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	0	0
Training	0	0	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	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2026 Thru 12-31-25
	2021	2022	2023	2024	2025	
Total complaints from previous Fiscal Years	0	0	0	0	1	1
Total Complainants	0	0	0	0	1	1
Number complaints pending						
Investigation	0	0	0	0	1	1
Hearing	0	0	0	0	0	0
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0

Complaint Investigations	Comparative Data Previous Fiscal Year Data					2026 Thru 12-31-25
	2021	2022	2023	2024	2025	
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Mike Johnson
Speaker of the House of Representatives
U.S. House of Representatives
568 Cannon House Office Building
Washington, DC 20515

Dear Mr. Speaker:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Charles E. Grassley
President Pro Tempore of the United States Senate
United States Senate
135 Hart Building
Washington, DC 20510

Dear Mr. President Pro Tempore:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Rand Paul
Chairman
Senate Committee on Homeland Security and Governmental Affairs
United States Senate
295 Russell Building
Washington, DC 20510

Dear Chairman Paul:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR
FACILITIES
SAFETY BOARD**
Washington, DC 20004-2901



March 30, 2026

The Honorable Gary Peters
Ranking Member
Homeland Security and Governmental Affairs Committee
United States Senate
724 Hart Building
Washington, DC 20510

Dear Ranking Member Peters:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

A handwritten signature in black ink that reads "Patricia L. Lee". The signature is written in a cursive style with a large, flowing "P" and "L".

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable James R. Comer
Chairman
House Committee on Oversight and Government Reform
U.S. House of Representatives
2410 Rayburn Building
Washington, DC 20515

Dear Chairman Comer:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

A handwritten signature in cursive script that reads "Patricia L. Lee".

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Robert Garcia
Ranking Member
House Committee on Oversight and Government Reform
U.S. House of Representatives
109 Cannon House Office Building
Washington, DC 20515

Dear Ranking Member Garcia:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Mike D. Rogers
Chairman
House Committee on Armed Services
U.S. House of Representatives
2469 Rayburn Building
Washington, DC 20515

Dear Chairman Rogers:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Adam Smith
Ranking Member
House Committee on Armed Services
U.S. House of Representatives
2264 Rayburn Building
Washington, DC 20515

Dear Ranking Member Smith:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

A handwritten signature in cursive script that reads "Patricia L. Lee".

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Roger Wicker
Chairman
Senate Committee on Armed Services
United States Senate
425 Russell Building
Washington, DC 20510

Dear Chairman Wicker:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

A handwritten signature in cursive script that reads "Patricia L. Lee".

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Jack Reed
Ranking Member
Senate Committee on Armed Services
United States Senate
728 Hart Building
Washington, DC 20510

Dear Ranking Member Reed:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

A handwritten signature in black ink that reads "Patricia L. Lee". The signature is written in a cursive style.

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Brett Guthrie
Chairman
House Committee on Energy and Commerce
U.S. House of Representatives
2161 Rayburn Building
Washington, DC 20515

Dear Chairman Guthrie:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Frank Pallone, Jr.
Ranking Member
House Committee on Energy and Commerce
U.S. House of Representatives
2107 Rayburn Building
Washington, DC 20515

Dear Ranking Member Pallone:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Mike Lee
Chairman
Senate Committee on Energy and Natural Resources
United States Senate
363 Russell Building
Washington, DC 20510

Dear Chairman Lee:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

A handwritten signature in cursive script that reads "Patricia L. Lee".

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Martin Heinrich
Ranking Member
Senate Committee on Energy and Natural Resources
United States Senate
709 Hart Building
Washington, DC 20510

Dear Ranking Member Heinrich:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Pamela Bondi
Attorney General of the United States
The U.S. Department of Justice
950 Pennsylvania Avenue NW
Washington, DC 20530

Dear Madam Attorney General:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

The Honorable Andrea R. Lucas
Chair, U.S. Equal Employment Opportunity Commission
131 M Street NE
Washington, DC 20507

Dear Chair Lucas:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

Patricia L. Lee

**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

Washington, DC 20004-2901



March 30, 2026

Director Scott Kupor
U.S. Office of Personnel Management
1900 E. Street NW
Washington, DC 20415

Dear Director Kupor:

In accordance with the *Notification and Federal Employee Antidiscrimination and Retaliation (No Fear) Act*, Public Law 107-174, please find attached the Defense Nuclear Facilities Safety Board's annual report for fiscal year 2025.

Sincerely,

Dr. Patricia L. Lee
Board Member

Enclosure

AFFIRMATION OF BOARD VOTING RECORD

SUBJECT: FY 2025 No FEAR Act Report to Congress

Doc Control#: 2026-100-016

The Board acted on the above document on 2026-03-26 14:52:18. The document was Approved.

The votes were recorded as:

NAME	APRVD	DISAPRVD	ABSTAIN	DATE
Patricia Lee	X			2026-03-26 14:52:16

This Record contains a summary of voting on this matter together with the individual vote sheets, views and comments of the Board Members.

Shelby Qualls

Executive Secretary to the Board

Attachments:

1. Voting Summary
2. Board Member Vote Sheets

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET**

FROM: Patricia Lee

SUBJECT: FY 2025 No FEAR Act Report to Congress

Doc Control#: 2026-100-016

DATE: 2026-03-26 14:52:16

VOTE: Yes

Member voted by email.

Patricia Lee

