

SELECTIVE SERVICE SYSTEM
No FEAR Act REPORT
2024

Introduction

Selective Service System (SSS) is a federal agency charged with ensuring the U.S. can rapidly mobilize manpower during a national emergency. When authorized by Congress and the President, SSS provides manpower to Department of Defense (DOD) and administers the Alternative Service Program for conscientious objectors.

By maintaining a secure registration system and a constant state of readiness, the Agency supports the nation's defense. Federal law requires all male citizens, and immigrant men residing in the U.S., between the ages of 18 and 26, to register with SSS.

If a draft is authorized, individuals are selected through a random lottery based on year of birth. Those selected are evaluated by DOD to determine physical, mental, and moral fitness for service. Men found qualified will serve in the military but may seek deferments, exemptions, or postponements. Men classified as conscientious objectors based on deeply held moral or religious beliefs would fulfill their obligation in the Alternative Service Program. Instead of military duty, they would perform civilian work that serves the national interest.

Reporting Requirement

This report is prepared pursuant to the requirements of section 203 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-104, as amended, implemented by 5 C.F.R. § 724.302. It requires federal agencies to submit an annual report to the Speaker of the House of Representatives; the President Pro Tempore of the Senate; the Senate Committee on Homeland Security and Governmental Affairs; the House Committee on Oversight and Accountability; the Senate and House subcommittees on Financial Services and General Government; the Chair of the Equal Employment Opportunity Commission; the Director of the Office of Personnel Management; and the Attorney General.

The report must include the following items:

- The number of cases in Federal court pending or resolved in each fiscal year and arising under each of the respective provisions of the Federal Antidiscrimination Laws and Whistleblower Protection Laws applicable to them as defined in 5 C.F.R. § 724.102 in which an employee, former employee, or applicant alleged violations(s) of these laws, separating data by the provision(s) of law involved;
- For these Federal court cases:
 - The status or disposition (including settlement);
 - The amount of money required to be reimbursed to the Judgment Fund by the Agency for payments;
 - The amount of reimbursement to the Fund for attorney's fees where such fees have been separately designated;
 - The total number of employees in each fiscal year disciplined and the specific nature, e.g., reprimand, etc., of the disciplinary actions taken, separated by the provision(s) of law involved; di
- The final year-end data about discrimination complaints for each fiscal year that was posted

in accordance with 29 C.F.R. part 1614, subpart G;

- A detailed description of the Agency's policy for taking disciplinary actions against Federal employees for conduct that is inconsistent with Federal Antidiscrimination Laws and Whistleblower Protection Laws for conduct that constitutes another prohibited personnel practice revealed in connection with agency investigations of alleged violations of these laws. And whether or not in connection with cases in Federal court, the number of employees in each fiscal year disciplined in accordance with such policy;
- An analysis of the information described above including trend analysis, causal analysis, any practical knowledge gained through experience and any actions planned or taken to improve complaint or civil rights programs of the Agency with the goal of eliminating discrimination and retaliation in the workplace;
- For each fiscal year, any adjustment needed or made to the budget of the Agency to comply with its Judgment Fund reimbursement obligation(s); and
- The Agency's written No FEAR Act training plan.

Status of Federal Cases

	2024
Number	1
Status	N/A
Reimbursement	N/A
Employees Disciplined	N/A

Year-end Data

See Appendix 1

Policy

SSS takes its obligations to maintain a professional, anti-discriminatory, and anti-retaliatory workplace seriously. The Agency's annual policy statement is issued to current employees, new employees upon onboarding, and posted on the SSS website to notify job applicants and the public. Employees engaging in prohibited conduct may be subject to appropriate disciplinary action. Disciplinary actions are designed to serve as deterrents to unacceptable behavior or conduct and for correction of other situations that interfere with agency operations. Disciplinary actions against employees for conduct inconsistent with federal antidiscrimination laws and whistleblower protections or for conduct which constitutes a prohibited personnel practice are determined based on the circumstances of individual cases.

Data Analysis

The lack of complaints is likely the result of both a culture of compliance within SSS and the lack of interactions between employees as a result of the liberal remote work policy. SSS will continue to educate employees about the importance of EEO principles and requirements in order to maintain the nearly complaint-free history.

For each FY, any adjustment needed or made to the Agency's budget to comply with its Judgment Fund reimbursement obligations incurred under 5 C.F.R. § 724.103.

Training Plan

SSS employed an outside contractor to train employees on the rights and remedies under Federal antidiscrimination, retaliation, and whistleblower protection laws. The Agency will

continue to enhance EEO training to all new hires. EEO information is posted on the Agency's website and whistleblower protection posters are available for all employees to view on site.

Appendix 1

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

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

Complaint Activity

29 C.F.R. §1614.704(a), (b), and (c) – the number of complaints filed in such fiscal year, the number of individuals filing those complaints (including as the agent of a class), and the number of individuals who filed two or more of those complaints.

Number of Complaints Filed in FY	1
Number of Complainants	1
Repeat Filers	0

Complaints by Basis

29 C.F.R. §1614.704(d) – the number of those complaints, whether initially or through amendment, raising each of the various bases of alleged discrimination and the number of complaints in which a non-EEO basis is alleged.

Race	0
Color	0
Religion	0
Reprisal	0
Sex	0
Pregnancy Discrimination Act	0
National Origin	0
Equal Pay Act	0
Age	1
Disability	0
Genetic Information	0
Non-EEO	0

Complaints by Issue

29 C.F.R. § 1614.704(e) – the number of those complaints, whether initially or through amendment, raising each of the various issues of alleged discrimination, as defined in 29 C.F.R. § 1614.702(k).

Appointment/Hire	1
Assignment of Duties	0
Awards	0
Conversion to Full-Time	0
Disciplinary Action	
Demotion	0
Reprimand	0
Suspension	0
Removal	0

Other	0
Duty Hours	0
Evaluation/Appraisal	0
Examination/Test	0
Harassment	
Non-Sexual	0
Sexual	0
Medical Examination	0
Pay/Overtime	0
Promotion/Non-Selection	0
Reassignment	
Denied	0
Directed	0
Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Termination	0
Terms/Conditions of Employment	0
Time and Attendance	0
Training	0
Other	0

Processing Time

29 C.F.R. § 1614.704(f) – the average length of time it has taken an agency to complete, respectively, investigation and final action by an agency for: all complaints pending for any length of time during such fiscal year; all complaints pending for any length of time during such fiscal year in which a hearing was not requested; and all complaints pending for any length of time during such fiscal year in which a hearing was requested.

Complaints pending (for any length of time) during fiscal year	
Average number of days in investigation stage	178.00
Average number of days in final action stage	11.00
Complaints pending (for any length of time) during fiscal year where hearing was requested	
Average number of days in investigation stage	178.00
Average number of days in final action stage	11.00
Complaints pending (for any length of time) during fiscal year where hearing was not requested	

Average number of days in investigation stage	0
Average number of days in final action stage	0

Complaints Dismissed by Agency

29 C.F.R. § 1614.704(g) – the number of complaints dismissed by an agency pursuant to 29 C.F.R. § 1614.107(a), and the average length of time such complaints had been pending prior to dismissal.

Total Complaints Dismissed by Agency	0
Average Days Pending Prior to Dismissal	0

Complaints Withdrawn by Complainants

29 C.F.R. § 1614.704(h) – the number of complaints withdrawn by complainants.

Total Complaints Withdrawn by Complainants	0
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Number of Findings

29 C.F.R. § 1614.704(i) – the total number of final actions by an agency rendered in such fiscal year involving a finding of discrimination and, of that number, the number and percentage that were rendered without a hearing, and the number and percentage that were rendered after a hearing.

Total Number of Findings	0
Without Hearing	0
With Hearing	0

Findings of Discrimination Rendered by Basis

29 C.F.R. § 1614.704(j) – of the total number of final actions by an agency rendered in such fiscal year involving a finding of discrimination, the number and percentage of those based on each respective basis; the number and percentage for each respective basis that were rendered without a hearing; and the number and percentage for each respective basis that were rendered after a hearing.

	#	%
Total Number of Findings	0	0
Race	0	0
Color	0	0
Religion	0	0
Reprisal	0	0
Sex	0	0
National Origin	0	0
Equal Pay Act	0	0
Age	0	0
Disability	0	0
Genetic Information	0	0
Pregnancy, Childbirth, or Related Medical Conditions	0	0
Findings After Hearing	0	0
Race	0	0

Color	0	0
Religion	0	0
Reprisal	0	0
Sex	0	0
National Origin	0	0
Equal Pay Act	0	0
Age	0	0
Disability	0	0
Genetic Information	0	0
Pregnancy, Childbirth, or Related Medical Conditions	0	0
Findings Without Hearing	0	0
Race	0	0
Color	0	0
Religion	0	0
Reprisal	0	0
Sex	0	0
National Origin	0	0
Equal Pay Act	0	0
Age	0	0
Disability	0	0
Genetic Information	0	0
Pregnancy, Childbirth, or Related Medical Conditions	0	0

Findings of Discrimination Rendered by Issue

29 C.F.R. § 1614.704(k) – of the total number of final actions by an agency rendered in such fiscal year involving a finding of discrimination, the number and percentage for each respective issue; the number and percentage for each respective issue that were rendered without a hearing; and the number and percentage for each respective issue that were rendered after a hearing.

	#	%
Total Number of Findings	0	0
Appointment/Hire	0	0
Assignment of Duties	0	0
Awards	0	0
Conversion to Full-Time	0	0
Disciplinary Action		
Demotion	0	0
Reprimand	0	0

Suspension	0	0
Removal	0	0
Other	0	0
Duty Hours	0	0
Evaluation/Appraisal	0	0
Examination/Test	0	0
Harassment		
Non-Sexual	0	0
Sexual	0	0
Medical Examination	0	0
Pay/Overtime	0	0
Promotion/Non-Selection	0	0
Reassignment		
Denied	0	0
Directed	0	0
Reasonable Accommodation	0	0
Reinstatement	0	0
Retirement	0	0
Termination	0	0
Terms/Conditions of Employment	0	0
Time and Attendance	0	0
Training	0	0
Other	0	0
Findings After Hearing	0	0
Appointment/Hire	0	0
Assignment of Duties	0	0
Awards	0	0
Conversion to Full-Time	0	0
Disciplinary Action		
Demotion	0	0
Reprimand	0	0
Suspension	0	0
Removal	0	0
Other	0	0
Duty Hours	0	0

Evaluation/Appraisal	0	0
Examination/Test	0	0
Harassment		
Non-Sexual	0	0
Sexual	0	0
Medical Examination	0	0
Pay/Overtime	0	0
Promotion/Non-Selection	0	0
Reassignment		
Denied	0	0
Directed	0	0
Reasonable Accommodation	0	0
Reinstatement	0	0
Retirement	0	0
Termination	0	0
Terms/Conditions of Employment	0	0
Time and Attendance	0	0
Training	0	0
Other	0	0
Findings Without Hearing	0	0
Appointment/Hire	0	0
Assignment of Duties	0	0
Awards	0	0
Conversion to Full-Time	0	0
Disciplinary Action		
Demotion	0	0
Reprimand	0	0
Suspension	0	0
Removal	0	0
Other	0	0
Duty Hours	0	0
Evaluation/Appraisal	0	0
Examination/Test	0	0
Harassment		
Non-Sexual	0	0

Sexual	0	0
Medical Examination	0	0
Pay/Overtime	0	0
Promotion/Non-Selection	0	0
Reassignment		
Denied	0	0
Directed	0	0
Reasonable Accommodation	0	0
Reinstatement	0	0
Retirement	0	0
Termination	0	0
Terms/Conditions of Employment	0	0
Time and Attendance	0	0
Training	0	0
Other	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

29 C.F.R. § 1614.704(l) – of the total number of complaints pending for any length of time in such fiscal year, the number that were first filed before the start of the then current fiscal year; of those complaints, the number of individuals who filed those complaints, and the number that are pending, respectively, at the investigation, hearing, final action by an agency, and appeal step of the process.

Total Complaints from Previous Fiscal Years	0
Total Complainants	0
Number of Complaints Pending	
Investigation	0
Hearing	0
Final Agency Action	0
Appeal	0

Complaint Investigations

29 C.F.R. § 1614.704(m) – of the total number of complaints pending for any length of time in such fiscal year, the total number of complaints in which the agency has not completed its investigation within the time required by 29 C.F.R. § 1614.106(e)(2) plus any extensions authorized by that section or 29 C.F.R. § 1614.108(e).

Pending Completion Where Investigation Exceeds Required Time Frames	0
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