

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Army

For 3rd Quarter 2011 for period ending June 30, 2011

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 06-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	1181	1175	1216	1207	1320	942
Number of Complainants	1098	1108	1142	1109	1239	891
Repeat Filers	64	63	40	73	71	37

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 06-30
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	494	461	509	507	587	376
Color	111	133	143	108	140	87
Religion	60	38	38	52	58	34
Reprisal	449	451	534	475	490	387
Sex	426	424	447	455	495	368
National Origin	165	143	132	121	144	109

Equal Pay Act	1	1	4	1	0	3
Age	280	308	304	318	332	232
Disability	256	285	294	316	368	277
Non-EEO	43	20	26	25	31	21
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	104	67	106	98	87	56
Assignment of Duties	75	103	89	110	107	87
Awards	26	34	21	23	29	15
Conversion to Full-time	0	1	0	1	2	0
Disciplinary Action						
Demotion	3	3	5	36	5	0
Reprimand	41	22	33	33	35	26
Suspension	47	61	57	55	59	47
Removal	14	30	29	31	34	24
Letter of Counseling	40	56	49	36	78	49
Duty Hours	26	20	21	28	28	11
Evaluation Appraisal	111	120	134	144	151	110
Examination/Test	0	4	4	3	3	4
Harassment						
Non-Sexual	337	401	405	428	503	353
Sexual	54	55	70	49	61	47
Medical Examination	4	4	3	6	12	5
Pay (Including Overtime)	18	24	41	41	50	29

Promotion/Non-Selection	241	221	243	269	237	155
Reassignment						
Denied	13	10	10	16	14	4
Directed	22	24	27	32	41	31
Reasonable Accommodation	35	39	37	39	53	63
Reinstatement	3	0	0	3	1	2
Retirement	14	16	6	2	5	4
Termination	92	71	91	109	138	88
Terms/Conditions of Employment	83	88	96	108	113	82
Time and Attendance	50	52	61	51	64	48
Training	47	34	30	38	62	41
Other	175	144	57	30	26	26
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 06-30
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	240.27	209.56	207.44	218.26	202.53	231.46
Average number of days in final action	145.33	53.93	75.59	58.48	45.1	44.27
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	226.52	207.2	204.95	218.07	206.69	189.93
Average number of days in final action	70.09	31.4	47.03	26.33	17.95	29.37
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	216.22	208.75	216.15	218.63	192.88	205.47

Average number of days in final action	223.77	82.64	121.02	85.84	63.18	59.64						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 06-30	
	2006	2007	2008	2009	2010							
Total Complaints Dismissed by Agency	286	253	264	229	256	215						
Average days pending prior to dismissal	68.46	67.63	53.16	46	34.86	41.13						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	153	140	118	155	149	113						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 06-30	
	2006	2007	2008	2009	2010							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	15		12		4		19		13		5	
Without Hearing	1	7	1	8	0	0	12	63	7	54	1	20
With Hearing	14	93	11	92	4	100	7	37	6	46	4	80
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 06-30	
	2006	2007	2008	2009	2010							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	15		12		4		19		13		5	
Race	0	0	1	8	0	0	11	58	9	69	2	40
Color	0	0	0	0	0	0	0	0	1	8	0	0

Religion	1	7	0	0	0	0	0	0	0	0	0	0
Reprisal	7	47	6	50	4	100	2	11	4	31	2	40
Sex	2	13	4	33	1	25	1	5	2	15	2	40
National Origin	0	0	1	8	0	0	0	0	1	8	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	13	3	25	0	0	2	11	1	8	0	0
Disability	6	40	1	8	0	0	3	16	2	15	0	0
Non-EEO	0	0	0	0	0	0	1	5	0	0	0	0
Findings After Hearing	14		11		4		7		6		4	
Race	0	0	1	9	0	0	2	29	3	50	2	50
Color	0	0	0	0	0	0	0	0	1	17	0	0
Religion	1	7	0	0	0	0	0	0	0	0	0	0
Reprisal	6	43	6	54	4	100	1	14	4	67	2	50
Sex	2	14	3	27	1	25	1	14	2	33	1	25
National Origin	0	0	1	9	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	14	3	27	0	0	2	29	1	17	0	0
Disability	6	43	1	9	0	0	1	14	2	33	0	0
Non-EEO	0	0	0	0	0	0	1	14	0	0	0	0
Findings Without Hearing	1		1		0		11		7		1	
Race	0	0	0	0	0	0	9	82	6	86	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	1	100	0	0	0	0	1	9	0	0	0	0

Sex	0	0	1	100	0	0	0	0	0	0	1	100
National Origin	0	0	0	0	0	0	0	0	1	14	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	1	9	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 06-30	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	15		12		4		19		13		5	
Appointment/Hire	1	7	1	8	0	0	1	5	2	15	0	0
Assignment of Duties	0	0	1	8	0	0	1	5	0	0	0	0
Awards	1	7	0	0	1	25	0	0	1	8	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	7	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	8	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	7	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	2	13	0	0	1	25	1	5	0	0	2	67
Examination/Test	0	0	0	0	0	0	1	5	0	0	0	0
Harassment												
Non-Sexual	4	27	2	16	1	25	16	84	6	46	2	67

Sexual	1	7	2	16	1	25	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	1	7	1	8	1	25	0	0	3	23	1	33
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	2	13	0	0	0	0	0	0	1	8	0	0
Reasonable Accommodation	2	13	1	8	0	0	0	0	1	8	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	2	13	2	16	1	25	0	0	1	8	0	0
Terms/Conditions of Employment	0	0	1	8	0	0	1	5	0	0	0	0
Time and Attendance	1	7	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	8	0	0	0	0	0	0	0	0
Other - User Defined	1	7	0	0	0	0	1	5	0	0	0	0
Findings After Hearing	14		11		4		7		6		4	
Appointment/Hire	1	7	1	9	0	0	0	0	2	33	0	0
Assignment of Duties	0	0	1	9	0	0	1	14	0	0	0	0
Awards	1	7	0	0	1	25	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
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	1	9	0	0	0	0	0	0	0	0

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	7	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	2	14	0	0	1	25	1	14	0	0	2	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	27	2	18	1	25	5	71	0	0	1	25
Sexual	1	7	2	18	1	25	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	1	7	1	9	1	25	0	0	3	50	1	25
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	2	14	0	0	0	0	0	0	1	17	0	0
Reasonable Accommodation	2	14	1	9	0	0	0	0	1	17	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	2	14	2	18	1	25	0	0	1	17	0	0
Terms/Conditions of Employment	0	0	1	9	0	0	1	14	0	0	0	0
Time and Attendance	1	7	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	9	0	0	0	0	0	0	0	0
Other - User Defined	1	7	0	0	0	0	1	14	0	0	0	0
Findings Without Hearing	1		1		0		12		7		1	

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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data							2011 Thru 06-30				
	Previous Fiscal Year Data											
	2006	2007	2008	2009	2010							
Total complaints from previous Fiscal Years	1084	911	969	978	998	1112						
Total Complainants	935	841	801	893	911	970						
Number complaints pending												
Investigation	479	442	489	497	541	568						
ROI issued, pending Complainant's action	78	78	88	66	49	56						
Hearing	282	290	321	392	425	431						
Final Agency Action	64	59	71	32	51	57						
Appeal with EEOC Office of Federal Operations	*	*	*	*	*	*						
Complaint Investigations	Comparative Data							2011 Thru 06-30				
	Previous Fiscal Year Data											
	2006	2007	2008	2009	2010							
Pending Complaints Where Investigations Exceed Required Time Frames	95	68	85	79	110	86						