

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

Army (and below)

For 4th Quarter 2013 for period ending September 30, 2013

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	1216	1207	1320	1283	1226	1144
Number of Complainants	1142	1109	1239	1205	1157	1065
Repeat Filers	40	73	71	65	62	66

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Race	509	507	587	506	482	456
Color	143	108	140	118	106	106
Religion	38	52	58	50	44	52
Reprisal	534	475	490	528	504	488
Sex	447	455	495	489	460	406
PDA	0	0	0	0	0	1

National Origin	143	132	121	144	138	148
Equal Pay Act	1	4	1	0	4	1
Age	308	304	318	332	336	314
Disability	285	294	316	368	365	348
Genetics	0	0	0	0	3	2
Non-EEO	20	26	25	31	29	31
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	106	98	87	77	84	62
Assignment of Duties	89	110	107	122	106	144
Awards	21	23	29	20	26	29
Conversion to Full-time	0	1	2	2	0	0
Disciplinary Action						
Demotion	5	36	5	0	5	1
Reprimand	33	33	35	39	38	55
Suspension	57	55	59	67	62	59
Removal	29	31	34	33	25	33
Other	49	36	78	76	89	75
Duty Hours	21	28	28	16	23	27
Evaluation Appraisal	134	144	151	141	132	144
Examination/Test	4	3	3	6	5	2
Harassment						
Non-Sexual	405	428	503	482	490	511

Sexual	70	49	61	67	63	56
Medical Examination	3	6	12	9	12	7
Pay (Including Overtime)	41	41	50	51	46	44
Promotion/Non-Selection	243	269	237	207	174	160
Reassignment						
Denied	10	16	14	10	17	15
Directed	27	32	41	40	48	39
Reasonable Accommodation	37	39	53	84	74	82
Reinstatement	0	3	1	2	0	2
Retirement	6	2	5	20	13	10
Termination	91	109	138	133	133	119
Terms/Conditions of Employment	96	108	113	107	135	121
Time and Attendance	61	51	64	81	68	83
Training	30	38	62	57	41	49
Other	57	30	26	31	22	14
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	207.44	218.26	202.53	234.54	258.31	280.48
Average number of days in final action	75.59	58.48	45.1	54.38	70.92	74.93
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	204.95	218.07	206.69	247.58	262.92	286.47
Average number of days in final action	47.03	26.33	17.95	30	44.4	39.42

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	216.15	218.63	192.88	193	257.26	267.8						
Average number of days in final action	121.02	85.84	63.18	59.54	110.66	130.39						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	264	229	256	311	234	237						
Average days pending prior to dismissal	53.16	46	34.86	37.09	43.69	48.45						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	118	155	149	144	100	122						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
	2008	2009	2010	2011	2012							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		19		13		7		10		11	
Without Hearing	0	0	12	63	7	54	1	14	2	20	2	18
With Hearing	4	100	7	37	6	46	6	86	8	80	9	82
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
	2008	2009	2010	2011	2012							
<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	4		19		13		7		10		11	
Race	0	0	11	58	9	69	2	29	3	30	4	36
Color	0	0	0	0	1	8	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	10	0	0
Reprisal	4	100	2	11	4	31	4	57	7	70	4	36
Sex	1	25	1	5	2	15	2	29	1	10	1	9
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	8	0	0	1	10	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	11	1	8	0	0	2	20	3	27
Disability	0	0	3	16	2	15	0	0	1	10	2	18
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	5	0	0	0	0	0	0	0	0
Findings After Hearing	4		7		6		6		8		9	
Race	0	0	2	29	3	50	2	33	2	25	4	44
Color	0	0	0	0	1	17	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	13	0	0
Reprisal	4	100	1	14	4	67	4	67	5	63	3	33
Sex	1	25	1	14	2	33	1	17	1	13	1	11
PDA	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	2	29	1	17	0	0	2	25	3	33
Disability	0	0	1	14	2	33	0	0	1	13	1	11

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	14	0	0	0	0	0	0	0	0
Findings Without Hearing	0		12		7		1		2		2	
Race	0	0	9	75	6	86	0	0	1	50	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	1	8	0	0	0	0	2	100	1	50
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	14	0	0	1	50	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	2	17	0	0	0	0	0	0	1	50
Genetics	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		19		13		5		10		10	
Appointment/Hire	0	0	1	5	2	15	0	0	0	0	0	0
Assignment of Duties	0	0	1	5	0	0	0	0	0	0	0	0
Awards	1	25	0	0	1	8	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	1	10
Suspension	0	0	0	0	0	0	0	0	0	0	1	10
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	1	10	0	0
Evaluation Appraisal	1	25	2	11	0	0	0	0	1	10	0	0
Examination/Test	0	0	1	5	0	0	0	0	0	0	1	10
Harassment												
Non-Sexual	1	25	8	42	6	46	4	80	6	60	1	10
Sexual	1	25	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	1	25	0	0	3	23	1	20	0	0	4	40
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	8	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	8	0	0	0	0	1	10
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	1	25	0	0	1	8	0	0	2	20	2	20
Terms/Conditions of Employment	0	0	9	47	0	0	0	0	0	0	1	10
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	10

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	5	0	0	0	0	0	0	0	0
Findings After Hearing	4		7		6		4		8		8	
Appointment/Hire	0	0	0	0	2	33	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	0	0	0	0	0	0
Awards	1	25	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												
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	1	13
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	1	13	0	0
Evaluation Appraisal	1	25	2	29	0	0	0	0	1	13	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	5	71	0	0	3	75	4	50	1	13
Sexual	1	25	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	1	25	0	0	3	50	1	25	0	0	4	50
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	17	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	17	0	0	0	0	1	13
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	1	25	0	0	1	17	0	0	2	25	2	25
Terms/Conditions of Employment	0	0	1	14	0	0	0	0	0	0	1	13
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	13
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	14	0	0	0	0	0	0	0	0
Findings Without Hearing	0		12		7		1		2		2	
Appointment/Hire	0	0	1	8	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	1	14	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	1	50
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	1	8	0	0	0	0	0	0	1	50
Harassment												
Non-Sexual	0	0	3	25	6	86	1	100	2	100	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												
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	8	67	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											
	Previous Fiscal Year Data					2013Thru09-30						
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	303	312	403	414	494	661						
Total Complainants	284	285	365	382	446	600						

Number complaints pending						
Investigation	15	17	30	22	36	28
ROI issued, pending Complainant's action	17	13	11	6	21	19
Hearing	248	268	340	357	399	569
Final Agency Action	23	14	22	29	38	45
Appeal with EEOC Office of Federal Operations	*	*	*	*	*	229
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	85	79	110	120	232	146