

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

Army (and below)

For 4th Quarter 2014 for period ending September 30, 2014

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	1207	1320	1283	1226	1144	1267
Number of Complainants	1109	1239	1205	1157	1065	1206
Repeat Filers	73	71	65	62	66	57

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Race	507	587	506	482	456	474
Color	108	140	118	106	106	117
Religion	52	58	50	44	52	48
Reprisal	475	490	528	504	488	501
Sex	455	495	489	460	406	504
PDA	0	0	0	0	1	4

National Origin	132	121	144	138	148	124
Equal Pay Act	4	1	0	4	1	2
Age	304	318	332	336	314	333
Disability	284	316	315	342	348	408
Genetics	0	0	0	3	2	4
Non-EEO	26	25	31	29	31	36
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	98	87	77	84	62	79
Assignment of Duties	110	107	122	106	144	135
Awards	23	29	20	26	29	18
Conversion to Full-time	1	2	2	0	0	1
Disciplinary Action						
Demotion	36	5	0	5	1	3
Reprimand	33	35	39	38	55	39
Suspension	55	59	67	62	59	65
Removal	31	34	33	25	33	34
Other	36	78	76	89	75	91
Duty Hours	28	28	16	23	27	20
Evaluation Appraisal	144	151	141	132	144	145
Examination/Test	3	3	6	5	2	6
Harassment						
Non-Sexual	428	503	482	490	511	576

Sexual	49	61	67	63	56	72
Medical Examination	6	12	9	12	7	5
Pay (Including Overtime)	41	50	51	46	44	49
Promotion/Non-Selection	269	237	207	174	160	163
Reassignment						
Denied	16	14	10	17	15	17
Directed	32	41	40	48	39	37
Reasonable Accommodation	39	53	84	74	82	75
Reinstatement	3	1	2	0	2	0
Retirement	2	5	20	13	10	6
Termination	109	138	133	133	119	89
Terms/Conditions of Employment	108	113	107	135	121	133
Time and Attendance	51	64	81	68	83	86
Training	38	62	57	41	49	42
Other	30	26	31	22	14	19
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	218.26	202.53	234.54	258.31	280.48	212.72
Average number of days in final action	58.48	45.1	54.38	70.92	74.93	144.18
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	218.07	206.69	247.58	262.92	286.47	212.56
Average number of days in final action	26.33	17.95	30	44.4	39.42	80.81

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	218.63	192.88	193	257.26	267.8	210.81						
Average number of days in final action	85.84	63.18	59.54	110.66	130.39	225.54						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	229	256	311	234	237	224						
Average days pending prior to dismissal	46	34.86	37.09	43.69	48.45	36.75						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	155	149	144	100	122	111						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	19		13		7		10		11		14	
Without Hearing	12	63	7	54	1	14	2	20	2	18	5	36
With Hearing	7	37	6	46	6	86	8	80	9	82	9	64
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
	2009	2010	2011	2012	2013							
<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	19		13		7		10		11		14	
Race	11	58	9	69	2	29	3	30	4	36	2	14
Color	0	0	1	8	0	0	0	0	0	0	2	14
Religion	0	0	0	0	0	0	1	10	0	0	1	7
Reprisal	2	11	4	31	4	57	7	70	4	36	6	43
Sex	1	5	2	15	2	29	1	10	1	9	2	14
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	8	0	0	1	10	0	0	2	14
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	11	1	8	0	0	2	20	3	27	0	0
Disability	3	16	2	15	0	0	1	10	2	18	4	29
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	5	0	0	0	0	0	0	0	0	2	14
Findings After Hearing												
	7		6		6		8		9		9	
Race	2	29	3	50	2	33	2	25	4	44	1	11
Color	0	0	1	17	0	0	0	0	0	0	2	22
Religion	0	0	0	0	0	0	1	13	0	0	1	11
Reprisal	1	14	4	67	4	67	5	63	3	33	5	56
Sex	1	14	2	33	1	17	1	13	1	11	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	1	11
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	1	17	0	0	2	25	3	33	0	0
Disability	1	14	2	33	0	0	1	13	1	11	1	11

time												
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	10	0	0
Suspension	0	0	0	0	0	0	0	0	1	10	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	1	10	0	0	1	7
Evaluation Appraisal	2	11	0	0	0	0	1	10	0	0	1	7
Examination/Test	1	5	0	0	0	0	0	0	1	10	0	0
Harassment												
Non-Sexual	8	42	6	46	4	80	6	60	1	10	7	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	7
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	3	23	1	20	0	0	4	40	1	7
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	8	0	0	0	0	0	0	1	7
Reasonable Accommodation	0	0	1	8	0	0	0	0	1	10	1	7
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	1	8	0	0	2	20	2	20	1	7
Terms/Conditions of Employment	9	47	0	0	0	0	0	0	1	10	0	0

Time and Attendance	0	0	0	0	0	0	0	0	0	1	10	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	5	0	0	0	0	0	0	0	0	0	2	14
Findings After Hearing	7		6		4		8		8		9		
Appointment/Hire	0	0	2	33	0	0	0	0	0	0	0	1	11
Assignment of Duties	1	14	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													
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	1	13	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	1	13	0	0	1	11	0
Evaluation Appraisal	2	29	0	0	0	0	1	13	0	0	1	11	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													
Non-Sexual	5	71	0	0	3	75	4	50	1	13	4	44	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	3	50	1	25	0	0	4	50	1	11	0

Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	1	8	0	0	0	0	0	0	0	1	50	0
Harassment												
Non-Sexual	3	25	6	86	1	100	2	100	0	0	3	60
Sexual	0	0	0	0	0	0	0	0	0	0	1	20
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	1	20
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	20
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	8	67	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								
				Previous Fiscal Year Data					2014Thru09-30			
				2009	2010	2011	2012	2013				
Total complaints from previous Fiscal Years				312	403	414	494	661	824			

Total Complainants	285	365	382	446	600	748
Number complaints pending						
Investigation	17	30	22	36	28	21
ROI issued, pending Complainant's action	13	11	6	21	19	12
Hearing	268	340	357	399	569	647
Final Agency Action	14	22	29	38	45	144
Appeal with EEOC Office of Federal Operations	*	*	*	*	229	241
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	79	110	120	232	146	65