

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

Army (and below)

For 4th Quarter 2014 for period ending September 30, 2015

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	1320	1283	1226	1144	1267	1273
Number of Complainants	1239	1205	1157	1065	1206	1210
Repeat Filers	71	65	62	66	57	55

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	587	506	482	456	474	503
Color	140	118	106	106	117	157
Religion	58	50	44	52	48	66
Reprisal	490	528	504	488	501	575
Sex	495	489	460	406	504	489
PDA	0	0	0	1	4	0

National Origin	121	144	138	148	124	150
Equal Pay Act	1	0	4	1	2	3
Age	318	332	336	314	333	350
Disability	316	315	342	348	408	346
Genetics	0	0	3	2	4	0
Non-EEO	25	31	29	31	36	32
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	87	77	84	62	79	101
Assignment of Duties	107	122	106	144	135	131
Awards	29	20	26	29	18	39
Conversion to Full-time	2	2	0	0	1	0
Disciplinary Action						
Demotion	5	0	5	1	3	6
Reprimand	114	122	127	136	132	112
Suspension	59	67	62	59	65	66
Removal	34	33	25	33	34	28
Other	0	0	0	0	0	0
Duty Hours	28	16	23	27	20	17
Evaluation Appraisal	151	141	132	144	145	152
Examination/Test	3	6	5	2	6	3
Harassment						
Non-Sexual	503	482	490	511	576	594

Sexual	61	67	63	56	72	53
Medical Examination	12	9	12	7	5	4
Pay (Including Overtime)	50	51	46	44	49	48
Promotion/Non-Selection	237	207	174	160	163	198
Reassignment						
Denied	14	10	17	15	17	13
Directed	41	40	48	39	37	39
Reasonable Accommodation	53	84	74	82	75	100
Reinstatement	1	2	0	2	0	3
Retirement	5	20	13	10	6	11
Termination	138	133	133	119	89	87
Terms/Conditions of Employment	113	107	135	121	133	128
Time and Attendance	64	81	68	83	86	68
Training	62	57	41	49	42	42
Other	26	31	22	14	19	28
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	202.53	234.54	258.31	280.48	212.72	200.85
Average number of days in final action	45.1	54.38	70.92	74.93	144.18	154.5
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.69	247.58	262.92	286.47	212.56	199.64
Average number of days in final action	17.95	30	44.4	39.42	80.81	78.69

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	192.88	193	257.26	267.8	210.81	207.01						
Average number of days in final action	63.18	59.54	110.66	130.39	225.54	262.39						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	256	311	234	237	224	202						
Average days pending prior to dismissal	34.86	37.09	43.69	48.45	36.75	43.96						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	149	144	100	122	111	105						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										20145Thru09-30	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	13		7		10		11		14		10	
Without Hearing	7	54	1	14	2	20	2	18	5	36	4	40
With Hearing	6	46	6	86	8	80	9	82	9	64	6	60

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010		2011		2012		2013		2014			
<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	13		7		10		11		14		10
Race	9	69	2	29	3	30	4	36	2	14	0	0
Color	1	8	0	0	0	0	0	0	2	14	0	0
Religion	0	0	0	0	1	10	0	0	1	7	0	0
Reprisal	4	31	4	57	7	70	4	36	6	43	7	70
Sex	2	15	2	29	1	10	1	9	2	14	1	10
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	8	0	0	1	10	0	0	2	14	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	8	0	0	2	20	3	27	0	0	0	0
Disability	2	15	0	0	1	10	2	18	4	29	3	30
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	2	14	0	0
Findings After Hearing	6		6		8		9		9		6	
Race	3	50	2	33	2	25	4	44	1	11	0	0
Color	1	17	0	0	0	0	0	0	2	22	0	0
Religion	0	0	0	0	1	13	0	0	1	11	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										20145Thru09-30	
	2010		2011		2012		2013		2014		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	13		5		10		10		14		10	
Appointment/Hire	2	15	0	0	0	0	0	0	1	7	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	10
Awards	1	8	0	0	0	0	0	0	0	0	1	10
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	1	10	0	0	1	10
Suspension	0	0	0	0	0	0	1	10	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	10
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	10	0	0	1	7	0	0
Evaluation Appraisal	0	0	0	0	1	10	0	0	1	7	0	0
Examination/Test	0	0	0	0	0	0	1	10	0	0	0	0
Harassment												
Non-Sexual	6	46	4	80	6	60	1	10	7	50	3	30
Sexual	0	0	0	0	0	0	0	0	1	7	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	3	23	1	20	0	0	4	40	1	7	1	10

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	8	0	0	0	0	0	0	1	7	0	0
Reasonable Accommodation	1	8	0	0	0	0	1	10	1	7	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	8	0	0	2	20	2	20	1	7	2	20
Terms/Conditions of Employment	0	0	0	0	0	0	1	10	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	10	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	2	14	0	0
Findings After Hearing	6		4		8		8		9		6	
Appointment/Hire	2	33	0	0	0	0	0	0	1	11	0	0
Assignment of Duties	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
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	17
Suspension	0	0	0	0	0	0	1	13	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	17
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	13	0	0	1	11	0	0

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											
	Previous Fiscal Year Data					2014Thru09-30						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	403	414	494	661	824	996						
Total Complainants	365	382	446	600	748	892						
Number complaints pending												
Investigation	30	22	36	28	21	25						
ROI issued, pending Complainant's action	11	6	21	19	12	19						
Hearing	340	357	399	569	647	726						
Final Agency Action	22	29	38	45	144	226						
Appeal with EEOC Office of Federal Operations	*	*	*	229	241	221						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2014Thru09-30						
	2010	2011	2012	2013	2014							
Pending Complaints Where Investigations Exceed Required Time Frames	110	120	232	146	65	32						