

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

## Army (and below)

For 4th Quarter 2016 for period ending September 30, 2016

\*\*This report is based on the Complaint Against hierarchy.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	1283	1226	1144	1267	1273	1246
Number of Complainants	1205	1157	1065	1206	1210	1161
Repeat Filers	65	62	66	57	55	69

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	506	482	456	474	503	485
Color	118	106	106	117	157	153
Religion	50	44	52	48	66	42
Reprisal	528	504	488	501	575	582
Sex	489	460	406	504	489	462
PDA	0	0	1	4	0	0

National Origin	144	138	148	124	150	118
Equal Pay Act	0	4	1	2	3	1
Age	332	336	314	333	350	320
Disability	315	342	348	408	346	379
Genetics	0	3	2	4	0	2
Non-EEO	31	29	31	36	32	41
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	77	84	62	79	101	104
Assignment of Duties	122	106	144	135	131	99
Awards	20	26	29	18	39	27
Conversion to Full-time	2	0	0	1	0	1
<b>Disciplinary Action</b>						
Demotion	0	5	1	3	6	2
Reprimand	122	127	136	132	112	45
Suspension	67	62	59	65	66	73
Removal	33	25	33	34	28	50
Disciplinary Warning	76	89	75	91	82	83
Duty Hours	16	23	27	20	17	19
Evaluation Appraisal	141	132	144	145	152	142
Examination/Test	6	5	2	6	3	3
<b>Harassment</b>						
Non-Sexual	482	490	511	576	594	589

Sexual	67	63	56	72	53	30
Medical Examination	9	12	7	5	4	5
Pay (Including Overtime)	51	46	44	49	48	28
Promotion/Non-Selection	207	174	160	163	198	187
<b>Reassignment</b>						
Denied	10	17	15	17	13	15
Directed	40	48	39	37	39	43
Reasonable Accommodation Disability	90	86	89	81	107	100
Reinstatement	2	0	2	0	3	1
Religious Accommodation	0	0	0	0	0	0
Retirement	20	13	10	6	11	3
Sex-Stereotyping	0	0	0	0	0	3
Telework	0	0	0	0	2	11
Termination	133	133	119	89	87	83
Terms/Conditions of Employment	107	135	121	133	128	120
Time and Attendance	81	68	83	86	68	76
Training	57	41	49	42	42	50
<b>Other</b>						
Other	31	22	14	19	28	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	234.54	258.31	280.48	212.72	200.85	208.63

Average number of days in final action	54.38	70.92	74.93	144.18	154.5	260.54						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	247.58	262.92	286.47	212.56	199.64	209.90						
Average number of days in final action	30	44.4	39.42	80.81	78.69	127.20						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	193	257.26	267.8	210.81	207.01	205.94						
Average number of days in final action	59.54	110.66	130.39	225.54	262.39	428.72						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru09-30</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total Complaints Dismissed by Agency	311	234	237	224	202						177	
Average days pending prior to dismissal	37.09	43.69	48.45	36.75	43.96						89.19	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	144	100	122	111	105						118	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru09-30</b>	
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	7		10		11		14		10		12	
Without Hearing	1	14	2	20	2	18	5	36	4	40	7	58
With Hearing	6	86	8	80	9	82	9	64	6	60	5	42

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	<b>Total Number Findings</b>	7		10		11		14		10		12
Race	2	29	3	30	4	36	2	14	0	0	0	0
Color	0	0	0	0	0	0	2	14	0	0	0	0
Religion	0	0	1	10	0	0	1	7	0	0	0	0
Reprisal	4	57	7	70	4	36	6	43	7	70	5	42
Sex	2	29	1	10	1	9	2	14	1	10	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	10	0	0	2	14	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	20	3	27	0	0	0	0	1	8
Disability	0	0	1	10	2	18	4	29	3	30	4	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	2	14	0	0	0	0
<b>Findings After Hearing</b>	6		8		9		9		6		5	
Race	2	33	2	25	4	44	1	11	0	0	0	0
Color	0	0	0	0	0	0	2	22	0	0	0	0
Religion	0	0	1	13	0	0	1	11	0	0	0	0





Promotion/Non-Selection	1	20	0	0	4	40	1	7	1	10	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	7	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	10	1	7	1	10	3	25
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	2	20	2	20	1	7	2	20	0	0
Terms/Conditions of Employment	0	0	0	0	1	10	0	0	0	0	3	25
Time and Attendance	0	0	0	0	1	10	0	0	0	0	1	8
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	2	14	0	0	0	0
<b>Findings After Hearing</b>	4		8		8		9		6		5	
Appointment/Hire	0	0	0	0	0	0	1	11	0	0	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												







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	1	20	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	20	0	0	2	29
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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	0	0	0	0	0	0	0	0	2	29
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	14
Training	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>						
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	414	494	661	824	996	1222						
Total Complainants	382	446	600	748	892	1091						
<b>Number complaints pending</b>												

Investigation	22	36	28	21	25	48
ROI issued, pending Complainant's action	6	21	19	12	19	32
Hearing	357	399	569	647	726	899
Final Agency Action	29	38	45	144	226	243
Appeal with EEOC Office of Federal Operations	*	*	229	241	221	186
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	120	232	146	65	32	47