

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

### Army (and below)

For 4th Quarter 2018 for period ending September 30, 2018

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	1165	<a href="#">1296</a>	<a href="#">1322</a>	1281	1274	<a href="#">1292</a>
Number of Complainants	1083	1236	1254	1191	1214	1208
Repeat Filers	69	54	59	71	46	54

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	2013	2014	2015	2016	2017	
Race	471	<a href="#">497</a>	<a href="#">529</a>	503	507	<a href="#">486</a>
Color	112	<a href="#">126</a>	<a href="#">169</a>	161	180	<a href="#">157</a>
Religion	55	<a href="#">50</a>	<a href="#">69</a>	46	57	<a href="#">57</a>
Reprisal	505	<a href="#">527</a>	<a href="#">612</a>	608	617	<a href="#">565</a>
Sex	420	<a href="#">523</a>	<a href="#">505</a>	482	486	<a href="#">498</a>
PDA	0	<a href="#">0</a>	<a href="#">0</a>	0	0	<a href="#">0</a>
National Origin	151	<a href="#">132</a>	<a href="#">153</a>	126	168	<a href="#">148</a>
Equal Pay Act	1	<a href="#">8</a>	<a href="#">3</a>	4	3	<a href="#">2</a>
Age	325	<a href="#">353</a>	<a href="#">365</a>	339	382	<a href="#">373</a>
Disability	300	<a href="#">355</a>	<a href="#">364</a>	389	371	<a href="#">373</a>
Genetics	2	<a href="#">4</a>	<a href="#">0</a>	2	3	<a href="#">0</a>
Non-EEO	32	<a href="#">36</a>	<a href="#">37</a>	44	43	<a href="#">46</a>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	2013	2014	2015	2016	2017	
Appointment/Hire	62	<a href="#">81</a>	<a href="#">103</a>	108	108	<a href="#">135</a>
Assignment of Duties	148	<a href="#">141</a>	<a href="#">142</a>	103	151	<a href="#">135</a>
Awards	31	<a href="#">20</a>	<a href="#">41</a>	29	24	<a href="#">23</a>
Conversion to Full Time/Perm Status	0	<a href="#">1</a>	<a href="#">0</a>	1	2	<a href="#">0</a>
<b>Disciplinary Action</b>						
Demotion	1	<a href="#">3</a>	<a href="#">7</a>	2	6	<a href="#">5</a>
Reprimand	55	<a href="#">40</a>	<a href="#">39</a>	123	53	<a href="#">36</a>
Suspension	64	<a href="#">71</a>	<a href="#">69</a>	74	54	<a href="#">52</a>
Removal	36	<a href="#">34</a>	<a href="#">34</a>	51	44	<a href="#">40</a>
Duty Hours	29	<a href="#">21</a>	<a href="#">19</a>	20	22	<a href="#">18</a>
Perf. Eval./ Appraisal	150	<a href="#">153</a>	<a href="#">162</a>	148	134	<a href="#">137</a>
Examination/Test	3	<a href="#">6</a>	<a href="#">4</a>	3	5	<a href="#">6</a>
<b>Harassment</b>						
Non-Sexual	525	<a href="#">604</a>	<a href="#">625</a>	612	614	<a href="#">590</a>
Sexual	60	<a href="#">77</a>	<a href="#">52</a>	33	57	<a href="#">65</a>
Medical Examination	7	<a href="#">5</a>	<a href="#">4</a>	5	5	<a href="#">9</a>
Pay including overtime	45	<a href="#">50</a>	<a href="#">48</a>	29	41	<a href="#">17</a>
Promotion/Non-Selection	163	<a href="#">177</a>	<a href="#">206</a>	190	172	<a href="#">152</a>
<b>Reassignment</b>						
Denied	14	<a href="#">17</a>	<a href="#">13</a>	16	12	<a href="#">14</a>
Directed	41	<a href="#">40</a>	<a href="#">41</a>	41	37	<a href="#">35</a>
Reasonable Accommodation Disability	87	<a href="#">82</a>	<a href="#">107</a>	105	106	<a href="#">71</a>
Reinstatement	2	<a href="#">0</a>	<a href="#">3</a>	1	0	<a href="#">0</a>
Religious Accommodation	0	<a href="#">0</a>	<a href="#">0</a>	0	1	<a href="#">1</a>
Retirement	12	<a href="#">6</a>	<a href="#">8</a>	3	11	<a href="#">6</a>
Sex-Stereotyping	0	<a href="#">0</a>	<a href="#">0</a>	3	3	<a href="#">2</a>
		<a href="#">0</a>	<a href="#">2</a>			<a href="#">9</a>

Telework	0			11	26	
Termination	121	<a href="#">97</a>	<a href="#">86</a>	84	92	<a href="#">82</a>
Terms/Conditions of Employment	124	<a href="#">149</a>	<a href="#">181</a>	127	229	<a href="#">183</a>
Time and Attendance	82	<a href="#">87</a>	<a href="#">72</a>	77	97	<a href="#">75</a>
Training	54	<a href="#">45</a>	<a href="#">43</a>	52	41	<a href="#">38</a>
<b>Other</b>						
Non-Extension of Overseas Tour	0	<a href="#">10</a>	<a href="#">7</a>	6	6	<a href="#">5</a>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	270.56	211.13	203.76	207.97	202.58	213.05
Average number of days in final action	71.96	142.53	143.98	252.32	234.24	143.46
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	275.29	215.03	202.62	207.88	199.89	212.96
Average number of days in final action	20.43	77.29	61.33	121.73	91.85	46.98
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	258.28	203.14	206.13	208.16	208.29	213.66
Average number of days in final action	134.89	225.90	260.58	428.72	392.82	361.61

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018 Thru 09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	4	<a href="#">226</a>	<a href="#">209</a>	178	177	<a href="#">191</a>
Average days pending prior to dismissal	666	36.64	47.16	88.65	49.49	51.79
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	122	<a href="#">118</a>	<a href="#">108</a>	119	104	<a href="#">92</a>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018 Thru 09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	11		25		15		26		23		22	
Without Hearing	2	18	<u>16</u>	64	<u>9</u>	60	21	81	13	57	<u>15</u>	68
With Hearing	9	82	<u>9</u>	36	<u>6</u>	40	5	19	10	43	<u>7</u>	32

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2018 Thru 09-30	
	2013		2014		2015		2016		2017			
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</u>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	11		14		10		12		14		15	
Race	4	36	<u>5</u>	36	<u>0</u>	0	2	17	3	21	<u>3</u>	20
Color	0	0	<u>4</u>	29	<u>0</u>	0	1	8	0	0	<u>0</u>	0
Religion	0	0	<u>1</u>	7	<u>0</u>	0	1	8	0	0	<u>0</u>	0
Reprisal	4	36	<u>8</u>	57	<u>7</u>	70	7	58	8	57	<u>7</u>	47
Sex	1	9	<u>5</u>	36	<u>1</u>	10	3	25	0	0	<u>4</u>	27
PDA	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	<u>4</u>	29	<u>0</u>	0	0	0	1	7	<u>1</u>	7
Equal Pay Act	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Age	3	27	<u>2</u>	14	<u>0</u>	0	3	25	0	0	<u>2</u>	13
Disability	2	18	<u>4</u>	29	<u>3</u>	30	5	42	6	43	<u>7</u>	47
Genetics	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>												
	9		9		6		5		10		7	
Race	4	44	<u>4</u>	44	<u>0</u>	0	2	40	3	30	<u>3</u>	43
Color	0	0	<u>4</u>	44	<u>0</u>	0	1	20	0	0	<u>0</u>	0
Religion	0	0	<u>1</u>	11	<u>0</u>	0	1	20	0	0	<u>0</u>	0
Reprisal	3	33	<u>7</u>	78	<u>4</u>	67	3	60	6	60	<u>4</u>	57
Sex	1	11	<u>4</u>	44	<u>1</u>	17	3	60	0	0	<u>3</u>	43
PDA	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	<u>3</u>	33	<u>0</u>	0	0	0	1	10	<u>1</u>	14
Equal Pay Act	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Age	3	33	<u>2</u>	22	<u>0</u>	0	2	40	0	0	<u>2</u>	29
Disability	1	11	<u>1</u>	11	<u>2</u>	33	2	40	3	30	<u>2</u>	29



Genetics	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
<b>Findings Without Hearing</b>	2		5		4		7		4		8	
Race	0	0	<u>1</u>	20	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Color	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Religion	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Reprisal	1	50	<u>1</u>	20	<u>3</u>	75	4	57	2	50	<u>3</u>	38
Sex	0	0	<u>1</u>	20	<u>0</u>	0	0	0	0	0	<u>1</u>	13
PDA	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	<u>1</u>	20	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Age	0	0	<u>0</u>	0	<u>0</u>	0	1	14	0	0	<u>0</u>	0
Disability	1	50	<u>3</u>	60	<u>1</u>	25	3	43	3	75	<u>5</u>	63
Genetics	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	<u>0</u>	0	<u>0</u>	0	0	0	0	0	<u>0</u>	0

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