

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

## Army (and below)

For 1st Quarter 2020 for period ending December 31, 2019

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	1323	1281	1278	1330	1174	314
Number of Complainants	1247	1191	1196	1133	972	287
Repeat Filers	64	71	50	54	46	9

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	529	503	509	502	422	127
Color	169	161	181	161	129	44
Religion	69	46	57	59	48	14
Reprisal	613	608	618	589	560	142
Sex	505	482	488	512	405	129
PDA	0	0	0	0	0	0

National Origin	153	126	168	151	135	33
Equal Pay Act	3	4	3	2	5	0
Age	365	339	384	386	314	86
Disability	364	389	372	389	369	92
Genetics	0	2	3	0	0	0
Non-EEO	37	44	43	47	43	16
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	103	108	109	143	85	21
Assignment of Duties	142	103	152	136	122	29
Awards	41	29	24	23	24	4
Conversion to Full Time/Perm Status	0	1	2	0	1	0
<b>Disciplinary Action</b>						
Demotion	7	2	6	7	7	1
Reprimand	39	123	53	41	35	7
Suspension	69	74	54	53	43	15
Removal	34	51	44	40	54	9
Duty Hours	19	20	22	18	18	6
Perf. Eval./ Appraisal	162	148	135	142	127	17
Examination/Test	4	3	5	6	6	0
<b>Harassment</b>						
Non-Sexual	626	612	614	606	574	163
Sexual	52	33	57	67	49	17

Medical Examination	4	5	5	9	6	0
Pay including overtime	48	29	41	17	21	7
Promotion/Non-Selection	207	190	172	162	145	35
<b>Reassignment</b>						
Denied	13	16	12	14	19	4
Directed	41	41	37	35	37	5
Reasonable Accommodation Disability	107	105	106	75	99	24
Reinstatement	3	1	0	0	1	0
Religious Accommodation	0	0	1	1	1	0
Retirement	8	3	11	6	14	0
Sex-Stereotyping	0	3	3	2	1	1
Telework	2	11	26	9	11	4
Termination	86	84	93	83	83	25
Terms/Conditions of Employment	124	127	150	93	73	17
Time and Attendance	72	77	97	78	84	15
Training	43	52	41	40	41	10
<b>Other</b>						
Non-Extension of Overseas Tour	7	6	6	6	3	0
User Defined #4	0	2	0	1	1	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru12-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	203.76	207.97	204.02	212.55	214.42	186.01

Average number of days in final action	143.98	252.32	234.24	142.77	209.97	132.43						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	202.62	207.88	202.17	212.63	210.44	195.49						
Average number of days in final action	61.33	121.73	91.85	46.92	47.18	51.62						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	206.13	208.16	208.10	212.96	219.99	178.31						
Average number of days in final action	260.58	428.72	392.82	361.61	487.25	386.92						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru12-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total Complaints Dismissed by Agency	209	178	178	193	143						36	
Average days pending prior to dismissal	47.16	88.65	49.28	51.31	76.64						37.69	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	108	119	105	97	99						20	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru12-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</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	15		26		23		22		11		4	
Without Hearing	9	60	21	81	13	57	15	68	6	55	2	50
With Hearing	6	40	5	19	10	43	7	32	5	45	2	50



