

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

Army (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	1323	1281	1278	1330	1174	567
Number of Complainants	1247	1191	1196	1133	972	510
Repeat Filers	64	71	50	54	46	20

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
<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	214
Color	169	161	181	161	129	78
Religion	69	46	57	59	48	26
Reprisal	613	608	618	589	560	260
Sex	505	482	488	512	405	225
PDA	0	0	0	0	0	0

National Origin	153	126	168	151	135	64
Equal Pay Act	3	4	3	2	5	0
Age	365	339	384	386	314	154
Disability	364	389	372	389	369	167
Genetics	0	2	3	0	0	0
Non-EEO	37	44	43	47	43	27
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
<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	
Appointment/Hire	103	108	109	143	85	41
Assignment of Duties	142	103	152	136	122	51
Awards	41	29	24	23	24	8
Conversion to Full Time/Perm Status	0	1	2	0	1	1
Disciplinary Action						
Demotion	7	2	6	7	7	1
Reprimand	39	123	53	41	35	13
Suspension	69	74	54	53	43	26
Removal	34	51	44	40	54	20
Duty Hours	19	20	22	18	18	8
Perf. Eval./ Appraisal	162	148	135	142	127	34
Examination/Test	4	3	5	6	6	1
Harassment						
Non-Sexual	626	612	614	606	574	270
Sexual	52	33	57	67	49	25

Medical Examination	4	5	5	9	6	1
Pay including overtime	48	29	41	17	21	10
Promotion/Non-Selection	207	190	172	162	145	68
Reassignment						
Denied	13	16	12	14	19	4
Directed	41	41	37	35	37	8
Reasonable Accommodation Disability	107	105	106	75	99	39
Reinstatement	3	1	0	0	1	0
Religious Accommodation	0	0	1	1	1	0
Retirement	8	3	11	6	14	1
Sex-Stereotyping	0	3	3	2	1	2
Telework	2	11	26	9	11	7
Termination	86	84	93	83	83	48
Terms/Conditions of Employment	124	127	150	93	73	37
Time and Attendance	72	77	97	78	84	29
Training	43	52	41	40	41	15
Other						
Non-Extension of Overseas Tour	7	6	6	6	3	3
User Defined #4	0	2	0	1	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	203.76	207.97	204.02	212.55	214.42	189.95

Average number of days in final action	143.98	252.32	234.24	142.77	209.97	187.46						
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	187.65						
Average number of days in final action	61.33	121.73	91.85	46.92	47.18	49.68						
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	192.17						
Average number of days in final action	260.58	428.72	392.82	361.61	487.25	477.55						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	209	178	178	193	143						81	
Average days pending prior to dismissal	47.16	88.65	49.28	51.31	76.64						88.15	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	108	119	105	97	99						45	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	15		26		23		22		11		10	
Without Hearing	9	60	21	81	13	57	15	68	6	55	6	60
With Hearing	6	40	5	19	10	43	7	32	5	45	4	40

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020Thru03-31	
	2015		2016		2017		2018		2019			
<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	10		12		14		15		11		10	
Race	0	0	2	17	3	21	3	20	3	27	3	30
Color	0	0	1	8	0	0	0	0	0	0	1	10
Religion	0	0	1	8	0	0	0	0	0	0	0	0
Reprisal	7	70	7	58	8	57	7	47	7	64	9	90
Sex	1	10	3	25	0	0	4	27	3	27	1	10
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	7	1	7	0	0	1	10
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	25	0	0	2	13	3	27	1	10
Disability	3	30	5	42	6	43	7	47	6	55	6	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	6		5		10		7		5		4	
Race	0	0	2	40	3	30	3	43	0	0	1	25
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	1	20	0	0	0	0	0	0	0	0
Reprisal	4	67	3	60	6	60	4	57	3	60	4	100

