

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Army (and below)

For 4th Quarter 2020 for period ending September 30, 2020

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
Number of Complaints Filed	1323	1281	1278	1330	1174	1061
Number of Complainants	1247	1191	1196	1133	972	970
Repeat Filers	64	71	50	54	46	52
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	529	503	509	502	422	430
Color	169	161	181	161	129	146
Religion	69	46	57	59	48	45
Reprisal	613	608	618	589	560	480
Sex	505	482	488	512	405	405
PDA	0	0	0	0	0	0
National Origin	153	126	168	151	135	109
Equal Pay Act	3	4	3	2	5	2
Age	365	339	384	386	314	294
Disability	364	389	372	389	369	323
Genetics	0	2	3	0	0	1
Non-EEO	37	44	43	47	43	48
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	103	108	109	143	85	87
Assignment of Duties	142	103	152	136	122	94
Awards	41	29	24	23	24	22
Conversion to Full Time/Perm Status	0	1	2	0	1	1
<b>Disciplinary Action</b>						
Demotion	7	2	6	7	7	3
Reprimand	39	123	53	41	35	21
Suspension	69	74	54	53	43	43
Removal	34	51	44	40	54	38
Duty Hours	19	20	22	18	18	18
Perf. Eval./ Appraisal	162	148	135	142	127	107
Examination/Test	4	3	5	6	6	1
<b>Harassment</b>						
Non-Sexual	626	612	614	606	574	491
Sexual	52	33	57	67	49	43
Medical Examination	4	5	5	9	6	2
Pay including overtime	48	29	41	17	21	22
Promotion/Non-Selection	207	190	172	162	145	124
<b>Reassignment</b>						
Denied	13	16	12	14	19	11
Directed	41	41	37	35	37	13
Reasonable Accommodation Disability	107	105	106	75	99	80
Reinstatement	3	1	0	0	1	1
Religious Accommodation	0	0	1	1	1	0
Retirement	8	3	11	6	14	2
Sex-Stereotyping	0	3	3	2	1	3
Telework	2	11	26	9	11	16
Termination	86	84	93	83	83	85
Terms/Conditions of Employment	124	127	150	93	73	68
Time and Attendance	72	77	97	78	84	62
Training	43	52	41	40	41	35
<b>Other</b>						
Non-Extension of Overseas Tour	7	6	6	6	3	7
User Defined #4	0	2	0	1	1	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 30-Sep
	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	187.75
Average number of days in final action	143.98	252.32	234.24	142.77	209.97	176.94
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	186.48

