

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

Army (and below)

For 1st Quarter 2021 for period ending December 31, 2020

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	1281	1278	1330	1174	1078	215
Number of Complainants	1191	1196	1133	972	986	205
Repeat Filers	71	50	54	46	53	5

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Race	503	509	502	422	440	82
Color	161	181	161	129	150	22
Religion	46	57	59	48	46	5
Reprisal	608	618	589	560	485	88
Sex	482	488	512	405	416	72
PDA	0	0	0	0	0	0

National Origin	126	168	151	135	109	22
Equal Pay Act	4	3	2	5	2	0
Age	339	384	386	314	297	56
Disability	389	372	389	369	327	70
Genetics	2	3	0	0	2	0
Non-EEO	44	43	47	43	49	13
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	108	109	143	85	90	12
Assignment of Duties	103	152	136	122	95	13
Awards	29	24	23	24	23	5
Conversion to Full Time/Perm Status	1	2	0	1	1	0
Disciplinary Action						
Demotion	2	6	7	7	3	1
Reprimand	123	53	41	35	22	11
Suspension	74	54	53	43	45	6
Removal	51	44	40	54	39	7
Duty Hours	20	22	18	18	20	4
Perf. Eval./ Appraisal	148	135	142	127	110	11
Examination/Test	3	5	6	6	2	0
Harassment						
Non-Sexual	612	614	606	574	502	110
Sexual	33	57	67	49	43	10

Medical Examination	5	5	9	6	3	0
Pay including overtime	29	41	17	21	22	5
Promotion/Non-Selection	190	172	162	145	125	24
Reassignment						
Denied	16	12	14	19	18	0
Directed	41	37	35	37	13	7
Reasonable Accommodation Disability	105	106	75	99	81	17
Reinstatement	1	0	0	1	1	0
Religious Accommodation	0	1	1	1	0	0
Retirement	3	11	6	14	2	1
Sex-Stereotyping	3	3	2	1	3	2
Telework	11	26	9	11	16	2
Termination	84	93	83	83	86	24
Terms/Conditions of Employment	127	150	93	73	71	12
Time and Attendance	77	97	78	84	63	11
Training	52	41	40	41	36	7
Other						
DO NOT USE Overseas Tour	6	6	6	3	0	1
DO NOT USE User Defined #4	2	0	1	1	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	207.97	204.02	212.55	214.42	188.45	178.68

Average number of days in final action	252.32	234.24	142.77	209.97	180.78	236.99						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	207.88	202.17	212.63	210.44	186.90	185.34						
Average number of days in final action	121.73	91.85	46.92	47.18	45.25	85.42						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	208.16	208.10	212.96	219.99	191.25	172.70						
Average number of days in final action	428.72	392.82	361.61	487.25	472.36	547.86						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	178	178	193	143	141						23	
Average days pending prior to dismissal	88.65	49.28	51.31	76.64	45.75						20.91	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	119	105	97	99	92						21	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	26		23		22		11		14		3	
Without Hearing	21	81	13	57	15	68	6	55	8	57	1	33
With Hearing	5	19	10	43	7	32	5	45	6	43	2	67

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
<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	12		14		15		11		14		3	
Race	2	17	3	21	3	20	3	27	2	14	1	33
Color	1	8	0	0	0	0	0	0	0	0	1	33
Religion	1	8	0	0	0	0	0	0	0	0	0	0
Reprisal	7	58	8	57	7	47	7	64	9	64	1	33
Sex	3	25	0	0	4	27	3	27	0	0	2	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	7	1	7	0	0	1	7	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	25	0	0	2	13	3	27	0	0	2	67
Disability	5	42	6	43	7	47	6	55	8	57	0	0
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	5		10		7		5		6		2	
Race	2	40	3	30	3	43	0	0	2	33	1	50
Color	1	20	0	0	0	0	0	0	0	0	1	50
Religion	1	20	0	0	0	0	0	0	0	0	0	0
Reprisal	3	60	6	60	4	57	3	60	4	67	1	50

