

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

## Army (and below)

For 4th Quarter 2021 for period ending September 30, 2021

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	1281	1278	1330	1174	1078	956
Number of Complainants	1191	1196	1133	972	986	899
Repeat Filers	71	50	54	46	53	42

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
<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	408
Color	161	181	161	129	150	138
Religion	46	57	59	48	46	33
Reprisal	608	618	589	560	485	415
Sex	482	488	512	405	416	351
PDA	0	0	0	0	0	0

National Origin	126	168	151	135	109	113
Equal Pay Act	4	3	2	5	2	1
Age	339	384	386	314	297	258
Disability	389	372	389	369	327	315
Genetics	2	3	0	0	2	1
Non-EEO	44	43	47	43	49	53
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	108	109	143	85	90	78
Assignment of Duties	103	152	136	122	95	92
Awards	29	24	23	24	23	21
Conversion to Full Time/Perm Status	1	2	0	1	1	0
<b>Disciplinary Action</b>						
Demotion	2	6	7	7	3	6
Reprimand	123	53	41	35	22	34
Suspension	74	54	53	43	45	42
Removal	51	44	40	54	39	41
Duty Hours	20	22	18	18	20	11
Perf. Eval./ Appraisal	148	135	142	127	110	85
Examination/Test	3	5	6	6	2	1
<b>Harassment</b>						
Non-Sexual	612	614	606	574	502	464
Sexual	33	57	67	49	43	35

Medical Examination	5	5	9	6	3	0
Pay including overtime	29	41	17	21	22	18
Promotion/Non-Selection	190	172	162	145	125	119
<b>Reassignment</b>						
Denied	16	12	14	19	18	8
Directed	41	37	35	37	13	16
Reasonable Accommodation Disability	105	106	75	99	81	85
Reinstatement	1	0	0	1	1	1
Religious Accommodation	0	1	1	1	0	2
Retirement	3	11	6	14	2	5
Sex-Stereotyping	3	3	2	1	3	3
Telework	11	26	9	11	16	18
Termination	84	93	83	83	86	103
Terms/Conditions of Employment	127	150	93	73	71	88
Time and Attendance	77	97	78	84	63	50
Training	52	41	40	41	36	21
<b>Other</b>						
DO NOT USE Overseas Tour	6	6	6	3	0	0
DO NOT USE User Defined #4	2	0	1	1	0	0
DO NOT USE OTHER	0	0	0	0	0	0
DO NOT USE	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru09-30</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						

Average number of days in investigation	207.97	204.02	212.55	214.42	188.45	174.17						
Average number of days in final action	252.32	234.24	142.77	209.97	180.78	159.08						
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	168.21						
Average number of days in final action	121.73	91.85	46.92	47.18	45.25	70.87						
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	184.45						
Average number of days in final action	428.72	392.82	361.61	487.25	472.36	366.08						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru09-30</b>	
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total Complaints Dismissed by Agency	178	178	193	143	141						117	
Average days pending prior to dismissal	88.65	49.28	51.31	76.64	45.75						61.97	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	119	105	97	99	92						106	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru09-30</b>	
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</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	26		23		22		11		14		19	
Without Hearing	21	81	13	57	15	68	6	55	8	57	4	21



