

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

Army (and below)

For 4th Quarter 2022 for period ending September 30, 2022

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	1278	1330	1174	1078	981	1109
Number of Complainants	1196	1133	972	986	921	1026
Repeat Filers	50	54	46	53	44	55

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	509	502	422	440	418	352
Color	181	161	129	150	145	127
Religion	57	59	48	46	35	138
Reprisal	618	589	560	485	431	452
Sex	488	512	405	416	361	348
PDA	0	0	0	0	0	0

National Origin	168	151	135	109	116	105
Equal Pay Act	3	2	5	2	1	1
Age	384	386	314	297	265	275
Disability	372	389	369	327	325	423
Genetics	3	0	0	2	1	8
Non-EEO	43	47	43	49	56	45
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	109	143	85	90	83	92
Assignment of Duties	152	136	122	95	97	0
Awards	24	23	24	23	21	18
Conversion to Full Time/Perm Status	2	0	1	1	0	0
Disciplinary Action						
Demotion	6	7	7	3	6	3
Reprimand	53	41	35	22	34	0
Suspension	54	53	43	45	45	30
Removal	44	40	54	39	42	37
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	0	0	0	0	0	103
Other 2	0	0	0	0	0	0
Duty Hours	22	18	18	20	11	0
Perf. Eval./ Appraisal	135	142	127	110	87	82
Examination/Test	5	6	6	2	1	5

Harassment						
Non-Sexual	614	606	574	502	475	569
Sexual	57	67	49	43	36	31
Medical Examination	5	9	6	3	0	8
Pay including overtime	41	17	21	22	18	19
Promotion/Non-Selection	172	162	145	125	119	124
Reassignment						
Denied	12	14	19	18	8	8
Directed	37	35	37	13	16	19
Reasonable Accommodation Disability	106	75	99	81	87	104
Reinstatement	0	0	1	1	1	0
Religious Accommodation	1	1	1	0	2	16
Retirement	11	6	14	2	5	0
Sex-Stereotyping	3	2	1	3	3	3
Telework	26	9	11	16	18	17
Termination	93	83	83	86	108	72
Terms/Conditions of Employment	150	93	73	71	91	0
Time and Attendance	97	78	84	63	53	70
Training	41	40	41	36	24	31
Other Terms/Conditions of Employment	0	0	0	0	0	202
User Defined - Other 1	6	6	3	0	0	0
User Defined - Other 2	0	1	1	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	204.02	212.55	214.42	188.45	173.96	136.94
Average number of days in final action	234.24	142.77	209.97	180.78	158.64	228.49
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	202.17	212.63	210.44	186.90	167.92	139.51
Average number of days in final action	91.85	46.92	47.18	45.25	70.81	62.23
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	208.10	212.96	219.99	191.25	185.13	133.05
Average number of days in final action	392.82	361.61	487.25	472.36	365.64	628.74
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	178	193	143	141	123	159
Average days pending prior to dismissal	49.28	51.31	76.64	45.75	64.89	168.36
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	105	97	99	92	108	75

Findings After Hearing	10		7		5		6		15		14	
Race	3	30	3	43	0	0	2	33	4	27	1	7
Color	0	0	0	0	0	0	0	0	2	13	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	60	4	57	3	60	4	67	10	67	12	86
Sex	0	0	3	43	2	40	0	0	3	20	1	7
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	10	1	14	0	0	1	17	2	13	1	7
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	29	1	20	0	0	4	27	0	0
Disability	3	30	2	29	4	80	3	50	4	27	4	29
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 Without Hearing	4		8		6		8		5		0	
Race	0	0	0	0	3	50	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	50	3	38	4	67	5	63	3	60	0	0
Sex	0	0	1	13	1	17	0	0	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	33	0	0	2	40	0	0

Disability	3	75	5	63	2	33	5	63	2	40	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2022Thru09-30						
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	1344	1521	1635	1684	1584	1409						
Total Complainants	1190	1360	1446	1443	1439	1285						
Number complaints pending												
Investigation	40	88	115	126	67	73						
ROI issued, pending Complainant's action	1	1	2	2	2	0						
Hearing	1051	1064	1111	1049	918	782						
Final Agency Action	204	275	314	340	407	339						
Appeal with EEOC Office of Federal Operations	1	1	2	4	4	4						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2022Thru09-30						
	2017	2018	2019	2020	2021							
Pending Complaints Where Investigations Exceed Required Time Frames	103	189	187	206	102	89						