

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

## Army (and below)

For 4th Quarter 2023 for period ending September 30, 2023

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	1346	1260	1127	1028	1143	845
Number of Complainants	1244	1184	1060	965	1053	807
Repeat Filers	64	64	57	46	60	33

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	507	453	461	433	363	312
Color	161	144	157	155	132	113
Religion	59	52	48	36	142	53
Reprisal	606	608	508	464	470	347
Sex	519	449	430	379	359	294
PDA	0	0	0	0	0	0

National Origin	155	146	112	121	110	114
Equal Pay Act	2	7	2	1	1	4
Age	386	342	315	288	288	215
Disability	397	400	347	346	435	322
Genetics	0	1	2	1	8	3
Non-EEO	49	45	46	56	44	45
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	143	98	98	94	94	70
Assignment of Duties	0	0	0	0	0	0
Awards	24	25	24	22	20	25
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	7	7	3	6	3	5
Reprimand	0	0	0	0	0	0
Suspension	56	47	54	49	32	43
Removal	43	59	44	44	41	35
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	111	136	116	101	109	92
Other 2	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	145	134	116	93	87	71
Examination/Test	6	6	2	1	5	0

<b>Harassment</b>						
Non-Sexual	619	614	529	496	588	446
Sexual	68	53	45	38	31	27
Medical Examination	9	7	3	0	8	2
Pay including overtime	18	25	24	19	20	20
Promotion/Non-Selection	163	156	134	130	126	98
<b>Reassignment</b>						
Denied	16	25	21	8	10	9
Directed	37	36	16	16	19	22
Reasonable Accommodation Disability	78	112	87	91	106	101
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	1	1	2	18	3
Retirement	0	0	0	0	0	0
Sex-Stereotyping	2	1	3	3	3	2
Telework	9	12	16	18	18	5
Termination	86	96	91	110	73	69
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	83	89	69	53	74	64
Training	40	44	39	25	32	24
Other Terms/Conditions of Employment	326	284	267	191	214	171
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	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					2023Thru09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	214.95	216.41	190.77	174.07	138.14	156.19
Average number of days in final action	142.08	207.19	174.61	155.43	216.90	254.37
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.04	213.32	189.69	168.75	140.35	154.28
Average number of days in final action	46.96	48.48	45.15	70.34	59.33	64.09
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	215.55	221.01	192.57	185.04	134.93	159.13
Average number of days in final action	365.67	492.27	463.26	367.44	638.65	588.10
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru09-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	193	159	155	144	175	104
Average days pending prior to dismissal	51.19	77.89	75.24	109.56	185.88	77.73
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	108	114	101	114	78	64





Age	0	0	2	33	0	0	2	40	0	0	0	0
Disability	5	63	2	33	5	63	2	40	0	0	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	1399	1507	1529	1477	1283	1295						
Total Complainants	1248	1355	1398	1348	1178	1205						
<b>Number complaints pending</b>												
Investigation	39	37	36	38	52	86						
ROI issued, pending Complainant's action	2	5	1	2	0	1						
Hearing	1000	1043	989	866	673	579						
Final Agency Action	296	335	371	422	382	397						
Appeal with EEOC Office of Federal Operations	1800	1917	2086	2257	2430	2538						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	102	70	80	49	63	129						