

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

Army (and below)

For 1st Quarter 2019 for period ending December 31, 2018

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	1296	1322	1281	1274	1292	23
Number of Complainants	1236	1254	1191	1214	1208	23
Repeat Filers	54	59	71	46	54	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	
Race	<u>497</u>	<u>529</u>	503	507	486	<u>9</u>
Color	<u>126</u>	<u>169</u>	161	180	157	<u>2</u>
Religion	<u>50</u>	<u>69</u>	46	57	57	<u>0</u>
Reprisal	<u>527</u>	<u>612</u>	608	617	565	<u>10</u>
Sex	<u>523</u>	<u>505</u>	482	486	498	<u>7</u>
PDA	<u>0</u>	<u>0</u>	0	0	0	<u>0</u>
National Origin	<u>132</u>	<u>153</u>	126	168	148	<u>2</u>
Equal Pay Act	<u>8</u>	<u>3</u>	4	3	2	<u>0</u>
Age	<u>353</u>	<u>365</u>	339	382	373	<u>6</u>
Disability	<u>355</u>	<u>364</u>	389	371	373	<u>6</u>
Genetics	<u>4</u>	<u>0</u>	2	3	0	<u>0</u>
Non-EEO	<u>36</u>	<u>37</u>	44	43	46	<u>2</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 12-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	
Appointment/Hire	<u>81</u>	<u>103</u>	108	108	135	<u>3</u>
Assignment of Duties	<u>141</u>	<u>142</u>	103	151	135	<u>3</u>
Awards	<u>20</u>	<u>41</u>	29	24	23	<u>0</u>
Conversion to Full Time/Perm Status	<u>1</u>	<u>0</u>	1	2	0	<u>0</u>
Disciplinary Action						
Demotion	<u>3</u>	<u>7</u>	2	6	5	<u>0</u>
Reprimand	<u>40</u>	<u>39</u>	123	53	36	<u>2</u>
Suspension	<u>71</u>	<u>69</u>	74	54	52	<u>2</u>
Removal	<u>34</u>	<u>34</u>	51	44	40	<u>1</u>
Duty Hours	<u>21</u>	<u>19</u>	20	22	18	<u>0</u>
Perf. Eval./ Appraisal	<u>153</u>	<u>162</u>	148	134	137	<u>2</u>
Examination/Test	<u>6</u>	<u>4</u>	3	5	6	<u>0</u>
Harassment						
Non-Sexual	<u>604</u>	<u>625</u>	612	614	590	<u>11</u>
Sexual	<u>77</u>	<u>52</u>	33	57	65	<u>0</u>
Medical Examination	<u>5</u>	<u>4</u>	5	5	9	<u>1</u>
Pay including overtime	<u>50</u>	<u>48</u>	29	41	17	<u>1</u>
Promotion/Non-Selection	<u>177</u>	<u>206</u>	190	172	152	<u>3</u>
Reassignment						
Denied	<u>17</u>	<u>13</u>	16	12	14	<u>1</u>
Directed	<u>40</u>	<u>41</u>	41	37	35	<u>1</u>
Reasonable Accommodation Disability	<u>82</u>	<u>107</u>	105	106	71	<u>1</u>
Reinstatement	<u>0</u>	<u>3</u>	1	0	0	<u>0</u>
Religious Accommodation	<u>0</u>	<u>0</u>	0	1	1	<u>0</u>
Retirement	<u>6</u>	<u>8</u>	3	11	6	<u>0</u>
Sex-Stereotyping	<u>0</u>	<u>0</u>	3	3	2	<u>0</u>
	<u>0</u>	<u>2</u>				<u>0</u>

Telework			11	26	9	
Termination	<u>97</u>	<u>86</u>	84	92	82	<u>0</u>
Terms/Conditions of Employment	<u>149</u>	<u>181</u>	127	229	183	<u>0</u>
Time and Attendance	<u>87</u>	<u>72</u>	77	97	75	<u>0</u>
Training	<u>45</u>	<u>43</u>	52	41	38	<u>0</u>
Other						
Non-Extension of Overseas Tour	<u>10</u>	<u>7</u>	6	6	5	<u>0</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 12-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	211.13	203.76	207.97	202.58	213.05	191.62
Average number of days in final action	142.53	143.98	252.32	234.24	143.46	86.31
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.03	202.62	207.88	199.89	212.96	0
Average number of days in final action	77.29	61.33	121.73	91.85	46.98	10.18
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	203.14	206.13	208.16	208.29	213.66	191.62
Average number of days in final action	225.90	260.58	428.72	392.82	361.61	253.80

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 12-31
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	226	209	178	177	191	5
Average days pending prior to dismissal	36.64	47.16	88.65	49.49	51.79	495.4
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	118	108	119	104	92	3

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 12-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	25		15		26		23		22		0	
Without Hearing	<u>16</u>	64	<u>9</u>	60	21	81	13	57	15	68	<u>0</u>	0
With Hearing	<u>9</u>	36	<u>6</u>	40	5	19	10	43	7	32	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019 Thru 12-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings	14		10		12		14		15		0	
Race	5	36	0	0	2	17	3	21	3	20	0	0
Color	4	29	0	0	1	8	0	0	0	0	0	0
Religion	1	7	0	0	1	8	0	0	0	0	0	0
Reprisal	8	57	7	70	7	58	8	57	7	47	0	0
Sex	5	36	1	10	3	25	0	0	4	27	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	4	29	0	0	0	0	1	7	1	7	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	14	0	0	3	25	0	0	2	13	0	0
Disability	4	29	3	30	5	42	6	43	7	47	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												
	9		6		5		10		7		0	
Race	4	44	0	0	2	40	3	30	3	43	0	0
Color	4	44	0	0	1	20	0	0	0	0	0	0
Religion	1	11	0	0	1	20	0	0	0	0	0	0
Reprisal	7	78	4	67	3	60	6	60	4	57	0	0
Sex	4	44	1	17	3	60	0	0	3	43	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	3	33	0	0	0	0	1	10	1	14	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	22	0	0	2	40	0	0	2	29	0	0
Disability	1	11	2	33	2	40	3	30	2	29	0	0

Genetics	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	5		4		7		4		8		0	
Race	<u>1</u>	20	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Color	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Religion	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	<u>1</u>	20	<u>3</u>	75	4	57	2	50	3	38	<u>0</u>	0
Sex	<u>1</u>	20	<u>0</u>	0	0	0	0	0	1	13	<u>0</u>	0
PDA	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	<u>1</u>	20	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Age	<u>0</u>	0	<u>0</u>	0	1	14	0	0	0	0	<u>0</u>	0
Disability	<u>3</u>	60	<u>1</u>	25	3	43	3	75	5	63	<u>0</u>	0
Genetics	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	<u>0</u>	0	<u>0</u>	0	0	0	0	0	0	0	<u>0</u>	0

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