

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

Army (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	1296	1323	1281	1278	1330	514
Number of Complainants	1231	1247	1191	1196	1133	348
Repeat Filers	59	64	71	50	54	10
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Race	497	529	503	509	502	178

Color	126	169	161	181	161	45
Religion	50	69	46	57	59	22
Reprisal	527	613	608	618	589	237
Sex	523	505	482	488	512	172
PDA	0	0	0	0	0	0
National Origin	132	153	126	168	151	63
Equal Pay Act	8	3	4	3	2	1
Age	353	365	339	384	386	145
Disability	355	364	389	372	389	160
Genetics	4	0	2	3	0	0
Non-EEO	36	37	44	43	47	23
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	81	103	108	109	143	43
Assignment of Duties	141	142	103	152	136	64
Awards	20	41	29	24	23	11
Conversion to Full Time/Perm Status	1	0	1	2	0	1

Disciplinary Action						
Demotion	3	7	2	6	7	2
Reprimand	40	39	123	53	41	14
Suspension	71	69	74	54	53	18
Removal	34	34	51	44	40	17
Duty Hours	21	19	20	22	18	9
Perf. Eval./ Appraisal	153	162	148	135	142	43
Examination/Test	6	4	3	5	6	4
Harassment						
Non-Sexual	604	626	612	614	606	251
Sexual	77	52	33	57	67	23
Medical Examination	5	4	5	5	9	4
Pay including overtime	50	48	29	41	17	11
Promotion/Non-Selection	177	207	190	172	162	60
Reassignment						
Denied	17	13	16	12	14	8
Directed	40	41	41	37	35	12
Reasonable Accommodation Disability	82	107	105	106	75	41
Reinstatement	0	3	1	0	0	0

Religious Accommodation	0	0	0	1	1	0
Retirement	6	8	3	11	6	6
Sex-Stereotyping	0	0	3	3	2	0
Telework	0	2	11	26	9	3
Termination	97	86	84	93	83	39
Terms/Conditions of Employment	139	124	127	150	93	34
Time and Attendance	87	72	77	97	78	28
Training	45	43	52	41	40	17
Other						
Non-Extension of Overseas Tour	10	7	6	6	6	1
User Defined #4	1	0	2	0	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	211.13	203.76	207.97	204.02	212.55	225.26
Average number of days in final action	142.87	143.98	252.32	234.24	142.77	249.68
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.03	202.62	207.88	202.17	212.63	223.56

Average number of days in final action	77.58	61.33	121.73	91.85	46.92	42.89						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	203.14	206.13	208.16	208.10	212.96	226.81						
Average number of days in final action	225.90	260.58	428.72	392.82	361.61	527.34						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019Thru03-31	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	226	209	178	178	193	65						
Average days pending prior to dismissal	36.64	47.16	88.65	49.28	51.31	91.66						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	118	108	119	105	97	62						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru03-31	
	2014	2015	2016	2017	2018							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	25		15		26		23		22		6	
Without Hearing	16	64	9	60	21	81	13	57	15	68	3	50
With Hearing	9	36	6	40	5	19	10	43	7	32	3	50

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019Thru03-31	
	2014		2015		2016		2017		2018			
<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	14		10		12		14		15		6	
Race	5	36	0	0	2	17	3	21	3	20	2	33
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	4	67
Sex	5	36	1	10	3	25	0	0	4	27	1	17
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	1	17
Disability	4	29	3	30	5	42	6	43	7	47	3	50
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		3	

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	1	33
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	3	100
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	5		4		7		4		8		3	
Race	1	20	0	0	0	0	0	0	0	0	2	67
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	1	20	3	75	4	57	2	50	3	38	3	100
Sex	1	20	0	0	0	0	0	0	1	13	1	33

