

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

## Army (and below)

For 3rd Quarter 2019 for period ending June 30, 2019

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

Complaint Activity	Comparative Data									
	Previous Fiscal Year Data					2019Thru06-30				
	2014	2015	2016	2017	2018					
Number of Complaints Filed	1296	1323	1281	1278	1330	560				
Number of Complainants	1231	1247	1191	1196	1133	383				
Repeat Filers	59	64	71	50	54	12				
Complaints by Basis	Comparative Data									
	Previous Fiscal Year Data					2019Thru06-30				
	2014	2015	2016	2017	2018					
<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	30
Race	497	529	503	509	502	188				

Color	126	169	161	181	161	47
Religion	50	69	46	57	59	23
Reprisal	527	613	608	618	589	264
Sex	523	505	482	488	512	185
PDA	0	0	0	0	0	0
National Origin	132	153	126	168	151	66
Equal Pay Act	8	3	4	3	2	1
Age	353	365	339	384	386	161
Disability	355	364	389	372	389	174
Genetics	4	0	2	3	0	0
Non-EEO	36	37	44	43	47	25
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	81	103	108	109	143	48
Assignment of Duties	141	142	103	152	136	68
Awards	20	41	29	24	23	11
Conversion to Full Time/Perm Status	1	0	1	2	0	1

<b>Disciplinary Action</b>						
Demotion	3	7	2	6	7	2
Reprimand	40	39	123	53	41	16
Suspension	71	69	74	54	53	20
Removal	34	34	51	44	40	20
Duty Hours	21	19	20	22	18	11
Perf. Eval./ Appraisal	153	162	148	135	142	46
Examination/Test	6	4	3	5	6	4
<b>Harassment</b>						
Non-Sexual	604	626	612	614	606	271
Sexual	77	52	33	57	67	26
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	67
<b>Reassignment</b>						
Denied	17	13	16	12	14	9
Directed	40	41	41	37	35	13
Reasonable Accommodation Disability	82	107	105	106	75	46
Reinstatement	0	3	1	0	0	0

Religious Accommodation	0	0	0	1	1	0
Retirement	6	8	3	11	6	8
Sex-Stereotyping	0	0	3	3	2	0
Telework	0	2	11	26	9	5
Termination	97	86	84	93	83	40
Terms/Conditions of Employment	139	124	127	150	93	36
Time and Attendance	87	72	77	97	78	30
Training	45	43	52	41	40	19
<b>Other</b>						
Non-Extension of Overseas Tour	10	7	6	6	6	2
User Defined #4	1	0	2	0	1	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru06-30</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
Average number of days in investigation	211.13	203.76	207.97	204.02	212.55	216.67
Average number of days in final action	142.87	143.98	252.32	234.24	142.77	245.06
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	218.78

Average number of days in final action	77.58	61.33	121.73	91.85	46.92	45.33						
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	214.24						
Average number of days in final action	225.90	260.58	428.72	392.82	361.61	525.02						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total Complaints Dismissed by Agency	226	209	178	178	193	70						
Average days pending prior to dismissal	36.64	47.16	88.65	49.28	51.31	124.66						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	118	108	119	105	97	71						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru06-30</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</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	25		15		26		23		22		7	
Without Hearing	16	64	9	60	21	81	13	57	15	68	4	57
With Hearing	9	36	6	40	5	19	10	43	7	32	3	43

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019Thru06-30	
	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>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	14		10		12		14		15		7	
Race	5	36	0	0	2	17	3	21	3	20	2	29
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	57
Sex	5	36	1	10	3	25	0	0	4	27	1	14
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	14
Disability	4	29	3	30	5	42	6	43	7	47	4	57
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>Findings After Hearing</b>	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
<b>Findings Without Hearing</b>	5		4		7		4		8		4	
Race	1	20	0	0	0	0	0	0	0	0	2	50
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	75
Sex	1	20	0	0	0	0	0	0	1	13	1	25

