

No Fear Act Report

Data as end of December - First Quarter of the Fiscal Year
 Report POC: Air Force Personnel Center, Randolph AFB, TX

Complaint Activity	Compared Data					
	2007	2008	2009	2010	2011	2012
Number of Complaints Filed in Fiscal Year	486	466	505	542	616	126
Number of Complainants	446	426	451	475	551	123
Repeat Filers	33	30	35	51	44	2

Complaints by Basis	Comparative Data					
	2007	2008	2009	2010	2011	2012
Race	177	192	207	192	236	50
Religion	15	10	18	15	19	6
Retaliation	239	201	226	269	288	55
Sex	165	152	187	165	167	32
National Origin	72	65	65	62	50	13
Color	60	59	44	57	57	11
Age	130	119	133	148	180	36
Disability	121	102	120	132	208	28
Equal Pay Act	3	2	6	4	5	1

Complaints By Issues	Comparative Data					
	2007	2008	2009	2010	2011	2012
Appointment	14	13	15	22	40	6
Assignment	59	76	63	76	88	12
Awards	13	13	11	10	12	2
Conversion	3	0	0	1	3	0
Disciplinary Action - Demotion	3	3	2	3	1	0
Disciplinary Action - Reprimand	18	27	28	23	31	4
Disciplinary Action - Suspension	27	24	25	29	30	5
Disciplinary Action - Removal	16	11	9	14	9	5
Disciplinary Action - Other	21	30	20	33	32	9
Duty Hours	20	18	21	27	22	9
Evaluation/Appraisal	94	107	115	91	102	10
Examination/Test	0	0	2	2	2	0
Non Sexual Harassment	187	134	141	168	166	40
Sexual Harassment	20	30	28	21	20	5
Medical Examination	10	3	4	9	4	2
Pay Including Overtime	19	8	23	20	29	6
Promotion/Non-Selection	89	66	107	83	96	13
Denied Reassignment	10	8	13	10	11	1
Directed Reassignment	15	23	16	28	21	3
Reasonable Accommodation	16	18	24	27	46	5
Reinstatement	2	2	0	4	3	1
Retirement	5	3	4	2	5	0
Termination	35	30	34	42	53	11
Terms/Conditions of Employment	47	69	52	73	83	19
Time and Attendance	38	34	35	26	33	11

Training	21	23	21	25	32	9
Other	112	104	125	145	158	40

Processing Time	Comparative Data					
	2007	2008	2009	2010	2011	2012
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	182	188	197	203	222	231
Average Number of Days in Final Action Stage	263	235	328	355	220	509
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	201	200	210	206	230	219
Average Number of Days in Final Action Stage	187	90	201	106	119	591
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	165	184	186	202	213	234
Average Number of Days in Final Action Stage	342	342	410	486	316	462

Complaints Dismissed by Agency	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Complaints Dismissed by Agency	59	64	62	84	85	19
Average Days Pending Prior to Dismissal	140	100	59	105	56	62
Total Complaints Withdrawn by Complaints	62	51	47	51	72	13

Total Final Action Finding Discrimintaion	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Number Finding	2	1	2	2	3	0
Without Hearing	0	0	1	1	0	0
With Hearing	2	1	1	1	3	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Number of Findings	2	1	2	2	3	0
Race	0	1(100.00%)	0	1(50.00%)	2(66.67%)	0
Religion	0	0	0	0	1(33.33%)	0
Retaliation	0	0	2(100.00%)	1(50.00%)	0	0
Sex	2(100.00%)	1(100.00%)	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	1(50.00%)	0	0
Age	0	0	0	0	1(33.33%)	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2007	2008	2009	2010	2011	2012
Findings After Hearing	2	1	1	1	3	0

Race	0	1(100.00%)	0	0	2(66.67%)	0
Religion	0	0	0	0	1(33.33%)	0
Retaliation	0	0	1(100.00%)	1(100.00%)	0	0
Sex	2(100.00%)	1(100.00%)	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	1(33.33%)	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2007	2008	2009	2010	2011	2012
Findings Without Hearing	0	0	1	1	0	0
Race	0	0	0	1(100.00%)	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	1(100.00%)	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	1(100.00%)	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Number of Findings	2	1	2	2	3	0
Appointment	0	0	0	1(50.00%)	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	1(33.33%)	0
Evaluation/Appraisal	1(50.00%)	0	0	0	1(33.33%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(100.00%)	0	1(50.00%)	1(33.33%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(100.00%)	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	1(50.00%)	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	1(50.00%)	0	0	0
Training	1(50.00%)	0	0	0	0	0

Other	0	0	1(50.00%)	0	0	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2007	2008	2009	2010	2011	2012
Findings After Hearing	2	1	1	1	3	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	1(33.33%)	0
Evaluation/Appraisal	1(50.00%)	0	0	0	1(33.33%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(100.00%)	0	1(100.00%)	1(33.33%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(100.00%)	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	1(50.00%)	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	1(100.00%)	0	0	0
Training	1(50.00%)	0	0	0	0	0
Other	0	0	0	0	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2007	2008	2009	2010	2011	2012
Findings Without Hearing	0	0	1	1	0	0
Appointment	0	0	0	1(100.00%)	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	1(100.00%)	0	0	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Complaints From Previous Fiscal Years	222	199	210	240	278	626
Total Complainants	208	188	197	219	234	515
Number of Complaints Pending in Investigation	17	12	8	5	20	247
Number of Complaints Pending in Hearing	75	82	121	145	167	215
Number of Complaints Pending in Final Action	124	102	81	85	90	164
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	158	166	170	184	202	219

Complaint Investigations	Comparative Data					
	2007	2008	2009	2010	2011	2012
Pending Complaints Where Investigation Exceeds Required Time Frames	124	117	124	154	202	394