

# Equal Employment Opportunity Data Posted

## Pursuant to the No Fear Act:

### DoDEA (and below)

For 4th Quarter 2011 for period ending September 30, 2011

**\*\*Mixed Cases are Included in this report.\*\***

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 09-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	34	50	31	44	<a href="#">50</a>	<a href="#">58</a>
Number of Complainants	33	50	31	43	50	58
Repeat Filers	1	1	0	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Race	21	27	10	14	<a href="#">21</a>	<a href="#">25</a>
Color	10	7	2	5	<a href="#">10</a>	<a href="#">8</a>
Religion	3	4	1	1	<a href="#">5</a>	<a href="#">2</a>
Reprisal	14	15	9	9	<a href="#">25</a>	<a href="#">26</a>
Sex	18	23	9	20	<a href="#">18</a>	<a href="#">21</a>
National Origin	5	5	7	8	<a href="#">8</a>	<a href="#">13</a>
Equal Pay Act	0	0	0	1	<a href="#">0</a>	<a href="#">0</a>

Age	14	20	10	18	<a href="#">23</a>	<a href="#">16</a>
Disability	8	16	7	6	<a href="#">12</a>	<a href="#">16</a>
Non-EEO	0	0	0	1	<a href="#">1</a>	<a href="#">1</a>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 09- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	9	5	1	6	<a href="#">13</a>	<a href="#">5</a>
Assignment of Duties	3	3	2	2	<a href="#">7</a>	<a href="#">7</a>
Awards	0	0	0	0	<a href="#">0</a>	<a href="#">0</a>
Conversion to Full-time	0	0	0	0	<a href="#">0</a>	<a href="#">0</a>
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	<a href="#">0</a>	<a href="#">0</a>
Reprimand	2	2	2	1	<a href="#">2</a>	<a href="#">3</a>
Suspension	1	1	0	0	<a href="#">2</a>	<a href="#">0</a>
Removal	0	0	0	1	<a href="#">1</a>	<a href="#">1</a>
Other	2	0	1	0	<a href="#">1</a>	<a href="#">5</a>
Duty Hours	0	0	0	0	<a href="#">1</a>	<a href="#">0</a>
Evaluation Appraisal	2	0	1	0	<a href="#">2</a>	<a href="#">5</a>
Examination/Test	0	0	0	0	<a href="#">0</a>	<a href="#">0</a>
<b>Harassment</b>						
Non-Sexual	12	17	14	21	<a href="#">23</a>	<a href="#">27</a>
Sexual	0	3	2	1	<a href="#">1</a>	<a href="#">3</a>
Medical Examination	0	1	0	0	<a href="#">0</a>	<a href="#">0</a>
Pay (Including Overtime)	0	0	0	1	<a href="#">0</a>	<a href="#">0</a>
Promotion/Non-Selection	6	3	5	2	<a href="#">5</a>	<a href="#">3</a>

<b>Reassignment</b>						
Denied	0	1	0	0	<u>0</u>	<u>4</u>
Directed	4	9	4	4	<u>2</u>	<u>5</u>
Reasonable Accommodation	1	2	4	2	<u>1</u>	<u>4</u>
Reinstatement	0	0	0	0	<u>0</u>	<u>0</u>
Retirement	0	0	0	0	<u>2</u>	<u>0</u>
Termination	1	6	4	5	<u>4</u>	<u>14</u>
Terms/Conditions of Employment	4	2	1	5	<u>2</u>	<u>9</u>
Time and Attendance	2	2	0	0	<u>2</u>	<u>2</u>
Training	1	1	0	0	<u>0</u>	<u>2</u>
Other	1	0	1	0	<u>6</u>	<u>1</u>

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011 Thru 09-30</b>
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	208.91	264.37	216.79	215.31	217.22	171.51
Average number of days in final action	101.59	122.42	161.76	76.53	45.85	83.55
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	219.82	257.93	212.00	214.11	215.22	160.41
Average number of days in final action	22.93	89.83	52.00	37.57	19.50	23.60
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	198.92	269.20	220.15	215.94	218.34	178.64
Average number of days in final action	239.25	155.00	187.59	110.62	52.44	103.53

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 09- 30
	2006	2007	2008	2009	2010	
Total Complaints Dismissed by Agency	6	17	8	11	<u>13</u>	<u>11</u>
Average days pending prior to dismissal	526	103	300	49	36	91
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	2	2	2	<u>3</u>	<u>4</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 09- 30	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
With Hearing	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2011 Thru 09- 30		
	2006		2007		2008		2009		2010				
<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>	0		0		0		0		1		0		
Race	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	
Color	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	

Religion	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
<b>Findings After Hearing</b>	0		0		0		0		1		0		0
Race	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
<b>Findings Without Hearing</b>	0		0		0		0		0		0		0
Race	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0

Equal Pay Act	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 09- 30	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
<b>Findings After Hearing</b>	0		0		0		0		1		0		0
Appointment/Hire	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0

Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
<b>Findings Without Hearing</b>	0		0		0		0		0		0		0
Appointment/Hire	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0



Other	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 09- 30
	2006	2007	2008	2009	2010	
Total complaints from previous Fiscal Years	38	35	51	33	<u>41</u>	<u>47</u>
Total Complainants	37	34	50	31	40	46

<b>Number complaints pending</b>						
Investigation	0	0	0	0	<u>2</u>	<u>1</u>
ROI issued, pending Complainant's action	0	1	0	0	<u>0</u>	<u>0</u>
Hearing	0	0	0	10	<u>12</u>	<u>21</u>
Final Agency Action	0	3	0	2	<u>1</u>	<u>2</u>
Appeal with EEOC Office of Federal Operations	0	0	0	0	<u>0</u>	<u>0</u>

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011 Thru 09- 30</b>
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	1	0	<u>1</u>	<u>0</u>