

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

Army (and below)

For 3rd Quarter 2012 for period ending June 30, 2012

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	1175	1216	1207	1320	1283	909
Number of Complainants	1108	1142	1109	1239	1205	862
Repeat Filers	63	40	73	71	65	42

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	461	509	507	587	506	335
Color	133	143	108	140	118	75
Religion	38	38	52	58	50	35
Reprisal	451	534	475	490	528	359
Sex	424	447	455	495	489	336
National Origin	143	132	121	144	138	85

Equal Pay Act	1	4	1	0	4	3
Age	308	304	318	332	336	220
Disability	285	294	316	368	365	225
Non-EEO	20	26	25	31	29	31
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	67	106	98	87	77	57
Assignment of Duties	103	89	110	107	122	78
Awards	34	21	23	29	20	16
Conversion to Full-time	1	0	1	2	2	0
Disciplinary Action						
Demotion	3	5	36	5	0	4
Reprimand	22	33	33	35	39	27
Suspension	61	57	55	59	67	49
Removal	30	29	31	34	33	18
Other	56	49	36	78	76	69
Duty Hours	20	21	28	28	16	19
Evaluation Appraisal	120	134	144	151	141	97
Examination/Test	4	4	3	3	6	4
Harassment						
Non-Sexual	401	405	428	503	482	353
Sexual	55	70	49	61	67	50
Medical Examination	4	3	6	12	9	9

Pay (Including Overtime)	24	41	41	50	51	34
Promotion/Non-Selection	221	243	269	237	207	122
Reassignment						
Denied	10	10	16	14	10	16
Directed	24	27	32	41	40	36
Reasonable Accommodation	39	37	39	53	84	55
Reinstatement	0	0	3	1	2	0
Retirement	16	6	2	5	20	11
Termination	71	91	109	138	133	109
Terms/Conditions of Employment	88	96	108	113	107	94
Time and Attendance	52	61	51	64	81	55
Training	34	30	38	62	57	36
Other	144	57	30	26	31	17
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	209.56	207.44	218.26	202.53	230.03	253.18
Average number of days in final action	53.93	75.59	58.48	45.1	54.38	71.64
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	207.2	204.95	218.07	206.69	247.58	255.1
Average number of days in final action	31.4	47.03	26.33	17.95	30	46.27

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	208.75	216.15	218.63	192.88	193	248.87						
Average number of days in final action	82.64	121.02	85.84	63.18	59.54	108.86						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	253	264	229	256	311	175						
Average days pending prior to dismissal	67.63	53.16	46	34.86	37.09	43.59						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	140	118	155	149	144	73						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		4		19		13		7		6	
Without Hearing	1	8	0	0	12	63	7	54	1	14	1	17
With Hearing	11	92	4	100	7	37	6	46	6	86	5	83
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
<i>Note: Complaints</i>	2007	2008	2009	2010	2011							

<i>can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		4		19		13		7		6	
Race	1	8	0	0	11	58	9	69	2	29	1	17
Color	0	0	0	0	0	0	1	8	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	17
Reprisal	6	50	4	100	2	11	4	31	4	57	5	83
Sex	4	33	1	25	1	5	2	15	2	29	1	17
National Origin	1	8	0	0	0	0	1	8	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	25	0	0	2	11	1	8	0	0	1	17
Disability	1	8	0	0	3	16	2	15	0	0	1	17
Non-EEO	0	0	0	0	1	5	0	0	0	0	0	0
Findings After Hearing	11		4		7		6		6		5	
Race	1	9	0	0	2	29	3	50	2	33	1	20
Color	0	0	0	0	0	0	1	17	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	20
Reprisal	6	54	4	100	1	14	4	67	4	67	4	80
Sex	3	27	1	25	1	14	2	33	1	17	1	20
National Origin	1	9	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	27	0	0	2	29	1	17	0	0	1	20

Disability	1	9	0	0	1	14	2	33	0	0	1	20
Non-EEO	0	0	0	0	1	14	0	0	0	0	0	0
Findings Without Hearing	1		0		11		7		1		1	
Race	0	0	0	0	9	82	6	86	0	0	0	0
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	0	0	0	0	1	9	0	0	0	0	1	100
Sex	1	100	0	0	0	0	0	0	1	100	0	0
National Origin	0	0	0	0	0	0	1	14	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	9	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012Thru06-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		4		19		13		7		6	
Appointment/Hire	1	8	0	0	1	5	2	15	0	0	0	0
Assignment of Duties	1	8	0	0	1	5	0	0	0	0	0	0
Awards	0	0	1	25	0	0	1	8	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Directed	0	0	0	0	0	0	1	17	0	0	0	0
Reasonable Accommodation	1	9	0	0	0	0	1	17	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	18	1	25	0	0	1	17	0	0	1	20
Terms/Conditions of Employment	1	9	0	0	1	14	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	9	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	14	0	0	0	0	0	0
Findings Without Hearing	1		0		12		7		1		1	
Appointment/Hire	0	0	0	0	1	8	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	1	14	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	1	8	0	0	0	0	0	0

Harassment													
Non-Sexual	0	0	0	0	11	92	6	86	1	100	1	100	
Sexual	1	100	0	0	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2012Thru06-30							
	2007	2008	2009	2010	2011								
Total complaints from previous Fiscal Years	253	303	312	403	414	627							
Total Complainants	236	284	285	365	382	564							
Number complaints pending													

Investigation	12	15	17	30	22	60
ROI issued, pending Complainant's action	13	17	13	11	6	31
Hearing	221	248	268	340	357	489
Final Agency Action	7	23	14	22	29	46
Appeal with EEOC Office of Federal Operations	*	*	*	*	*	*
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	68	85	79	110	120	235