

No Fear Act Report

Data as end of September - Fourth 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	488	468	506	546	615	472
Number of Complainants	447	427	452	476	551	446
Repeat Filers	34	31	35	54	44	23

Complaints by Basis	Comparative Data					
	2007	2008	2009	2010	2011	2012
Race	177	192	208	195	238	175
Religion	15	10	18	16	20	17
Retaliation	241	203	225	272	289	196
Sex	166	152	186	165	167	154
National Origin	72	65	65	65	51	56
Color	60	59	45	58	55	41
Age	130	119	133	151	181	133
Disability	121	102	121	132	208	137
Equal Pay Act	3	2	6	5	5	3

Complaints By Issues	Comparative Data					
	2007	2008	2009	2010	2011	2012
Appointment	14	13	16	23	41	28
Assignment	60	76	63	76	89	73
Awards	13	13	11	10	11	13
Conversion	3	0	0	1	3	1
Disciplinary Action - Demotion	3	3	2	3	1	1
Disciplinary Action - Reprimand	18	27	28	23	31	22
Disciplinary Action - Suspension	27	24	25	29	30	34
Disciplinary Action - Removal	16	11	9	14	9	18
Disciplinary Action - Other	22	30	20	33	32	34
Duty Hours	21	18	21	27	22	25
Evaluation/Appraisal	95	108	114	92	101	71
Examination/Test	0	0	2	2	2	3
Non Sexual Harassment	188	134	141	170	167	163
Sexual Harassment	20	30	28	21	20	23
Medical Examination	10	3	4	9	4	6
Pay Including Overtime	19	8	23	21	29	20
Promotion/Non-Selection	89	66	107	83	97	58
Denied Reassignment	10	8	13	10	12	8
Directed Reassignment	15	23	16	28	21	19
Reasonable Accommodation	16	18	25	27	45	25
Reinstatement	2	2	0	3	3	2
Retirement	5	3	4	2	5	3
Termination	35	30	35	42	54	42
Terms/Conditions of Employment	48	71	52	72	84	65
Time and Attendance	39	34	36	26	32	29

Training	22	23	21	25	32	39
Other	112	104	125	150	157	124

Processing Time	Comparative Data					
	2007	2008	2009	2010	2011	2012
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	182	188	199	203	224	259
Average Number of Days in Final Action Stage	263	235	328	355	217	306
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	201	200	213	206	229	257
Average Number of Days in Final Action Stage	187	90	206	106	118	153
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	165	184	186	202	216	260
Average Number of Days in Final Action Stage	342	342	403	486	308	466

Complaints Dismissed by Agency	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Complaints Dismissed by Agency	59	63	62	85	83	61
Average Days Pending Prior to Dismissal	140	99	59	107	58	69
Total Complaints Withdrawn by Complaints	61	51	48	51	71	53

Total Final Action Finding Discrimintaion	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Number Finding	2	1	2	2	2	7
Without Hearing	0	0	1	1	0	1
With Hearing	2	1	1	1	2	6

Findings of Discrimination Rendered by Basis	Comparative Data					
	2007	2008	2009	2010	2011	2012
Total Number of Findings	2	1	2	2	2	7
Race	0	1(100.00%)	0	1(50.00%)	2(100.00%)	0
Religion	0	0	0	0	1(50.00%)	0
Retaliation	0	0	2(100.00%)	1(50.00%)	0	4(57.14%)
Sex	2(100.00%)	1(100.00%)	0	0	1(50.00%)	0
National Origin	0	0	0	0	0	0
Color	0	0	0	1(50.00%)	0	0
Age	0	0	0	0	1(50.00%)	1(14.29%)
Disability	0	0	0	0	1(50.00%)	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	2	6

Race	0	1(100.00%)	0	0	2(100.00%)	0
Religion	0	0	0	0	1(50.00%)	0
Retaliation	0	0	1(100.00%)	1(100.00%)	0	4(66.67%)
Sex	2(100.00%)	1(100.00%)	0	0	1(50.00%)	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	1(50.00%)	1(16.67%)
Disability	0	0	0	0	1(50.00%)	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	1
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	2	7
Appointment	0	0	0	1(50.00%)	0	0
Assignment	0	0	0	0	1(50.00%)	2(28.57%)
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	1(14.29%)
Duty Hours	0	0	0	0	0	1(14.29%)
Evaluation/Appraisal	1(50.00%)	0	0	0	1(50.00%)	2(28.57%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(100.00%)	0	1(50.00%)	1(50.00%)	1(14.29%)
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	1(14.29%)
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	1(14.29%)
Time and Attendance	0	0	1(50.00%)	0	0	2(28.57%)
Training	1(50.00%)	0	0	0	0	0

Other	0	0	1(50.00%)	0	0	2(28.57%)
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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	2	6
Appointment	0	0	0	0	0	0
Assignment	0	0	0	0	1(50.00%)	2(33.33%)
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	1(16.67%)
Duty Hours	0	0	0	0	0	1(16.67%)
Evaluation/Appraisal	1(50.00%)	0	0	0	1(50.00%)	2(33.33%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(100.00%)	0	1(100.00%)	1(50.00%)	1(16.67%)
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	1(16.67%)
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	1(16.67%)
Time and Attendance	0	0	1(100.00%)	0	0	2(33.33%)
Training	1(50.00%)	0	0	0	0	0
Other	0	0	0	0	0	2(33.33%)

Findings of Discrimination Rendered by Issues	Comparative Data					
	2007	2008	2009	2010	2011	2012
Findings Without Hearing	0	0	1	1	0	1
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	223	204	218	248	290	374
Total Complainants	209	191	201	223	241	326
Number of Complaints Pending in Investigation	17	14	11	8	25	37
Number of Complaints Pending in Hearing	75	82	123	147	167	220
Number of Complaints Pending in Final Action	124	104	83	87	93	116
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	158	166	171	183	206	235

Complaint Investigations	Comparative Data					
	2007	2008	2009	2010	2011	2012
Pending Complaints Where Investigation Exceeds Required Time Frames	125	122	131	162	213	315