

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					
	2008	2009	2010	2011	2012	2013
Number of Complaints Filed in Fiscal Year	468	506	545	617	483	99
Number of Complainants	427	452	476	553	456	99
Repeat Filers	31	35	53	44	24	0

Complaints by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Race	192	208	196	239	179	33
Religion	10	18	16	20	18	4
Retaliation	203	226	271	289	200	42
Sex	152	187	165	168	158	33
National Origin	65	65	65	51	56	8
Color	59	45	58	55	42	8
Age	119	133	151	182	135	29
Disability	102	120	132	208	137	31
Equal Pay Act	2	6	5	5	3	0

Complaints By Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Appointment	13	16	23	41	29	7
Assignment	76	63	76	92	75	17
Awards	13	11	10	11	13	3
Conversion	0	0	1	3	1	0
Disciplinary Action - Demotion	3	2	3	1	1	1
Disciplinary Action - Reprimand	27	28	23	31	24	7
Disciplinary Action - Suspension	24	25	29	31	33	15
Disciplinary Action - Removal	11	9	14	9	19	3
Disciplinary Action - Other	30	20	33	33	36	7
Duty Hours	18	21	27	22	25	1
Evaluation/Appraisal	108	115	92	102	73	11
Examination/Test	0	2	2	2	3	0
Non Sexual Harassment	134	141	170	170	168	28
Sexual Harassment	30	28	21	22	23	8
Medical Examination	3	4	9	4	6	3
Pay Including Overtime	8	23	21	29	20	4
Promotion/Non-Selection	66	107	84	97	58	9
Denied Reassignment	8	13	10	12	8	2
Directed Reassignment	23	16	28	21	19	6
Reasonable Accommodation	18	24	27	45	26	10
Reinstatement	2	0	3	3	2	0
Retirement	3	4	2	5	3	1
Termination	30	34	42	54	42	11
Terms/Conditions of Employment	71	52	72	85	67	11
Time and Attendance	34	35	26	32	30	7

Training	23	21	26	35	39	4
Other	104	125	149	157	129	18

Processing Time	Comparative Data					
	2008	2009	2010	2011	2012	2013
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	188	199	204	224	259	303
Average Number of Days in Final Action Stage	235	328	349	227	302	466
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	200	212	206	232	258	287
Average Number of Days in Final Action Stage	90	206	104	137	172	38
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	184	187	204	216	257	307
Average Number of Days in Final Action Stage	342	403	480	308	443	557

Complaints Dismissed by Agency	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Complaints Dismissed by Agency	63	62	88	84	67	10
Average Days Pending Prior to Dismissal	99	59	114	63	97	34
Total Complaints Withdrawn by Complaints	51	48	50	71	57	11

Total Final Action Finding Discriminaion	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Number Finding	1	2	2	4	7	0
Without Hearing	0	1	1	0	0	0
With Hearing	1	1	1	4	7	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Number of Findings	1	2	2	4	7	0
Race	1(100.00%)	0	1(50.00%)	2(50.00%)	0	0
Religion	0	0	0	1(25.00%)	0	0
Retaliation	0	2(100.00%)	1(50.00%)	0	6(85.71%)	0
Sex	1(100.00%)	0	0	2(50.00%)	0	0
National Origin	0	0	0	0	0	0
Color	0	0	1(50.00%)	0	0	0
Age	0	0	0	1(25.00%)	1(14.29%)	0
Disability	0	0	0	1(25.00%)	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					
	2008	2009	2010	2011	2012	2013
Findings After Hearing	1	1	1	4	7	0

Race	1(100.00%)	0	0	2(50.00%)	0	0
Religion	0	0	0	1(25.00%)	0	0
Retaliation	0	1(100.00%)	1(100.00%)	0	6(85.71%)	0
Sex	1(100.00%)	0	0	2(50.00%)	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	1(25.00%)	1(14.29%)	0
Disability	0	0	0	1(25.00%)	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					
	2008	2009	2010	2011	2012	2013
Findings Without Hearing	0	1	1	0	0	0
Race	0	0	1(100.00%)	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	1(100.00%)	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	1(100.00%)	0	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					
	2008	2009	2010	2011	2012	2013
Total Number of Findings	1	2	2	4	7	0
Appointment	0	0	1(50.00%)	0	0	0
Assignment	0	0	0	1(25.00%)	2(28.57%)	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	1(14.29%)	0
Duty Hours	0	0	0	0	1(14.29%)	0
Evaluation/Appraisal	0	0	0	1(25.00%)	3(42.86%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(100.00%)	0	1(50.00%)	2(50.00%)	1(14.29%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1(14.29%)	0
Promotion/Non-Selection	1(100.00%)	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	1(14.29%)	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	1(14.29%)	0
Time and Attendance	0	1(50.00%)	0	0	2(28.57%)	0
Training	0	0	0	1(25.00%)	1(14.29%)	0

Other	0	1(50.00%)	0	0	2(28.57%)	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings After Hearing	1	1	1	4	7	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	1(25.00%)	2(28.57%)	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	1(14.29%)	0
Duty Hours	0	0	0	0	1(14.29%)	0
Evaluation/Appraisal	0	0	0	1(25.00%)	3(42.86%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(100.00%)	0	1(100.00%)	2(50.00%)	1(14.29%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1(14.29%)	0
Promotion/Non-Selection	1(100.00%)	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	1(14.29%)	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	1(14.29%)	0
Time and Attendance	0	1(100.00%)	0	0	2(28.57%)	0
Training	0	0	0	1(25.00%)	1(14.29%)	0
Other	0	0	0	0	2(28.57%)	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings Without Hearing	0	1	1	0	0	0
Appointment	0	0	1(100.00%)	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	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	1(100.00%)	0	0	0	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Complaints From Previous Fiscal Years	202	216	243	281	334	625
Total Complainants	191	201	221	234	293	552
Number of Complaints Pending in Investigation	14	10	8	22	24	204
Number of Complaints Pending in Hearing	82	123	145	163	214	260
Number of Complaints Pending in Final Action	102	82	83	90	90	161
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	162	167	179	199	227	235

Complaint Investigations	Comparative Data					
	2008	2009	2010	2011	2012	2013
Pending Complaints Where Investigation Exceeds Required Time Frames	121	130	159	206	286	475