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

## **Army EEO (and below)**

					Con	npa	rativ	e Data	a	
<b>Complaint Activity</b>		Previ	ious	Fisc	cal Y	Zea	r Dat	a		0127102 21
	20	08 2	009	20	10	20	)11	2012		013Thru03-31
Number of Complaints Filed	12	16 1	207	13	20	12	283	1226		520
Number of Complainants	114	42 1	109	12	39	12	205	1157		506
Repeat Filers	4	0	73	7	1	6	55	62		14
				<u> </u>	Co	om	parat	ive Da	ata	
Complaints by Basis		P	revio	us ]	Fisca	al Y	Year I	Data		
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.	m	2008	20	09	201	LO	2011	201	2	2013Thru03- 31
Race		509	50	)7	58	7	506	482	2	196
Color		143	10	)8	140		118	10	6	48
Religion		38	5	2	58	8 50		0 44		23
eprisal		534	47	75	49	0	528	504	4	222
Sex		447	45	55	49	5	489	46	0	171
PDA		0	(	)	0		0	0		0

For 2nd Quarter 2013 for period ending March 31, 2013

National Origin	143	132	121	144	138	68
Equal Pay Act	1	4	1	0	4	0
Age	308	304	318	332	336	132
Disability	285	294	316	368	365	136
Genetics	0	0	0	0	3	3
Non-EEO	20	26	25	31	29	13

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Compleints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru03- 31
Appointment/Hire	106	98	87	77	84	23
Assignment of Duties	89	110	107	122	106	67
Awards	21	23	29	20	26	18
Conversion to Full-time	0	1	2	2	0	0
Disciplinary Action						
Demotion	5	36	5	0	5	1
Reprimand	33	33	35	39	38	23
Suspension	57	55	59	67	62	27
Removal	29	31	34	33	25	12
Other	49	36	78	76	89	38
Duty Hours	21	28	28	16	23	15
Evaluation Appraisal	134	144	151	141	132	75
Examination/Test	4	3	3	6	5	2
Harassment						
Non-Sexual	405	428	503	482	490	216

Sexual		70	49	6	51	67	63	29
Medical Examination		3	6	1	2	9	12	4
Pay (Including Overtime)		41	41	5	0	51	46	17
Promotion/Non-Selection		243	269	23	37	207	174	78
Reassignment		· · ·						
Denied		10	16	1	4	10	17	7
Directed		27	32	4	1	40	48	15
Reasonable Accommodat	ion	37	39	5	3	84	74	40
Reinstatement		0	3		1	2	0	1
Retirement		6	2	4	5	20	13	4
Termination		91	109	13	38	133	133	46
Terms/Conditions of Employment		96	108	1	13	107	135	59
Time and Attendance		61	51	6	4	81	68	39
Training		30	38	6	52	57	41	21
Other		57	30	2	.6	31	22	16
			Co	mp	ara	tive I	Data	
<b>Processing Time</b>	]	Previous	s Fisca	l Y	ear	Data		2013Thru03-
	2008	2009	201	0	20	011	2012	31
Complaints pending durin	ng fiscal y	year			I	1		
Average number of days in investigation	207.44	218.26	202.5	53	234	4.54	258.31	289.71
Average number of days in final action	75.59	58.48	45.	1	54.38		70.92	68.2
Complaint pending during	g fiscal y	ear wher	e heari	ng	was	reque	ested	
Average number of days in investigation	204.95	218.07	206.0	59			262.92	287.25

Note: Complaints	<b>2008 2009 2010 2011 2012 31</b>													
Discrimination Rendered by Basis			Prev	ious								2013	Thru03-	
Findings of				1	C	<sup>l</sup> om	pai	rati	ve D	ata		1		
With Hearing	4	10	0 7	37	6	4	.6	6	86	8	80	7	78	
Without Hearing	0	0	12	63	7	5	4	1	14	2	20	2	22	
Total Number Findings	4		19		13	3		7		10		9		
	#	%	ó #	%	#	0	6	#	%	#	%	#	%	
Actions Finding Discrimination	2	008	3 20	)09	2	2010	)	2(	)11	20	12		31	
Total Final Agency			Prev	vious	s Fis	scal	Ye	ear	Data	l		2013	Thru03-	
		1				Con	npa	ara	tive ]	Data				
Total Complaints Withd by Complainants	rawr	ı	118	1:	55	14	9		144	10	00		70	
Со	mpla	aint	s Witl	ıdra	wn	by (	Coi	mp	laina	ints				
Average days pending p dismissal	rior	ior to 53.16 46 34.86 37.09 43.69											32	
Total Complaints Dismi by Agency	ssed	ised 264 229 256 311 234 107											07	
rigency		Ì	2008	20	09	20	10	2	2011	20	12		31	
Complaints Dismisse Agency	d by		Р	revi	ous			-	ar D			20137	Chru03-	
days in final action									arati					
Average number of	12	21.0	2 85	.84	6	3.18		59	.54	110	).66	1	09.5	
Average number of days in investigation	21	6.1	5 21	8.63	19	2.88	3	19	93	257	2.26	28	31.48	
Complaint pending during	ng fi	scal	year v	vher	e he	arin	g v	vas	not 1	eque	ested			
Average number of days in final action										44	l.4	4	18.2	

can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		19		13		7		10		9	
Race	0	0	11	58	9	69	2	29	2	20	3	33
Color	0	0	0	0	1	8	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	10	0	0
Reprisal	4	100	2	11	4	31	4	57	7	70	3	33
Sex	1	25	1	5	2	15	2	29	1	10	1	11
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	8	0	0	1	10	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	11	1	8	0	0	2	20	2	22
Disability	0	0	3	16	2	15	0	0	1	10	2	22
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	5	0	0	0	0	0	0	0	0
Findings After Hearing	4		7		6		6		8		7	
Race	0	0	2	29	3	50	2	33	2	25	3	43
Color	0	0	0	0	1	17	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	1	13	0	0
Reprisal	4	100	1	14	4	67	4	67	5	63	2	29
Sex	1	25	1	14	2	33	1	17	1	13	1	14
PDA	0	0	0	0	0	0	0	0	0	0	0	0

Findings of		Comparative Data Previous Fiscal Year Data									2013Thru03-		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	2	17	0	0	0	0	0	0	1	50	
Age	0	0	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	
National Origin	0	0	0	0	1	14	0	0	1	50	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	1	100	0	0	0	0	
Reprisal	0	0	1	8	0	0	0	0	2	100	1	50	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Race	0	0	9	75	6	86	0	0	1	50	0	0	
Findings Without Hearing	0		12		7		1		2		2		
		0	<b>1</b>	• •									
Non-EEO	0	0	1	14	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	2	14	1 2	33	0	0	2	13	1	14	
Equal Pay Act Age	0	0	2	29	1	17	0	0	2	25	2	29	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	

Appointment/Hire	0	0	1	5	2	15	0	0	0	0	0	0
Assignment of Duties	0	0	1	5	0	0	0	0	0	0	0	0
Awards	1	25	0	0	1	8	0	0	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	1	13
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	1	13
Duty Hours	0	0	0	0	0	0	0	0	1	10	0	0
Evaluation Appraisal	1	25	1	5	0	0	2	29	1	10	0	0
Examination/Test	0	0	1	5	0	0	0	0	0	0	1	13
Harassment				*								
Non-Sexual	1	25	16	84	6	46	4	57	6	60	1	13
Sexual	1	25	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	1	25	0	0	3	23	1	14	0	0	4	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	8	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	8	0	0	0	0	1	13
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	1	25	0	0	1	8	0	0	2	20	2	25
Terms/Conditions of Employment	0	0	1	5	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	13
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	5	0	0	0	0	0	0	0	0
Findings After Hearing	4		7		6		6		8		7	
Appointment/Hire	0	0	0	0	2	33	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	0	0	0	0	0	0	0	0
Awards	1	25	0	0	0	0	0	0	0	0	0	0
Conversion to Full- time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action			<u>.</u>		<u>.</u>			-	-			-
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	1	17
Duty Hours	0	0	0	0	0	0	0	0	1	13	0	0
Evaluation Appraisal	1	25	1	14	0	0	2	33	1	13	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			-		-	-		-				
Non-Sexual	1	25	5	71	0	0	3	50	4	50	1	17
Sexual	1	25	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	1	25	0	0	3	50	1	17	0	0	4	67
Reassignment				-				-				-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	17	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	17	0	0	0	0	1	17
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	1	25	0	0	1	17	0	0	2	25	2	33
Terms/Conditions of Employment	0	0	1	14	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	17
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	14	0	0	0	0	0	0	0	0
Findings Without Hearing	0		12		7		1		2		2	
Appointment/Hire	0	0	1	8	0	0	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	1	14	0	0	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	1	50

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	1	8	0	0	0	0	0	0	1	50
Harassment								· · · · ·				-
Non-Sexual	0	0	11	92	6	86	1	100	2	100	0	0
Sexual	0	0	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	File	d in			1		Co	mpara	ative	Data		ı <u> </u>

Previous Fiscal Years by Status	Pro	evious 1	Fiscal Y	Year D	ata	2013Thru03-
	2008	2009	2010	2011	2012	31
Total complaints from previous Fiscal Years	303	312	403	414	494	925
Total Complainants	284	285	365	382	446	842
Number complaints pending	-	-	-	-	-	
Investigation	15	17	30	22	36	239
ROI issued, pending Complainant's action	17	13	11	6	21	59
Hearing	248	268	340	357	399	530
Final Agency Action	23	14	22	29	38	97
Appeal with EEOC Office of Federal Operations	*	*	*	*	*	*
			Com	parati	ve Data	l
<b>Complaint Investigations</b>	Pro	evious	ata	2013Thru03-		
	2008	2009	2010	2011	2012	31
Pending Complaints Where Investigations Exceed Required Time Frames	85	79	110	120	232	244