ALABAMA NATIONAL GUARD

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Commission Activities	Comparative Data (Sec. 1614.705)							
Complaint Activity Sec. 1614.704 (a), (b), and (c)	Previous Fiscal Year Data							
Sec. 1614.704 (a), (b), and (c)	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	30SEP16			
Number of Complaints Filed	0							
Number of Complainants	0							
Repeat Filers	0							

Complaints by Basis	Comparative Data (Sec. 1614.705)								
Sec. 1614.704 (d)	Previou		FY2016						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	thru 30SEP16				
Race	0								
Color	0								
Religion	0								
Reprisal	0								
Sex	0								
National Origin	0								
Equal Pay Act	0								
Age	0								
Disability	0								
Non-EEO basis	0								

Complaints by Issue						
Sec. 1614.704 (e)		Previou	is Fiscal Ye			FY2016
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.		1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	thru 30SEP16
Appointment/Hire		0				
Assignment of Duties		0				
Awards		0				
Conversion to Full-time		0				
■ Demotion		0				
■ Reprimand		0				
■ Removal		0				
Suspension		0				
■ Other		0				
Duty Hours		0				
Evaluation Appraisal		0				
Examination / Test		0				
■ Non-Sexual		0				
■ Sexual		0				
Medical Examination		0				
Pay (Including Overtime)		0				
Promotion / Non-Selection		0				
						_
■ Denied		0				
■ Directed		0				
Reasonable Accommodation		0				
Reinstatement		0				
Retirement		0				
Termination		0				
Terms / Conditions of Employment		0				
Time and Attendance		0				
Training		0				
Other		0				

Processing Time			FY2016			
Sec. 1614.704 (f) the average length of time it has taken an agency to			s Fiscal Ye		1 4th O	thru
complete, respectively, investigation		1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	30SEP16
and final action for:						OOOLI 10
Complaints pending (for any						
length of time) during fiscal year						
Average number of days in						
investigative stage		0				
 Average number of days in final 						
action stage		0				
Complaints pending (for any						
length of time) during fiscal year						
where a hearing was requested						
Average number of days in						
investigative stage		0				
Average number of days in final		_				
action stage		0				
Complaints pending (for any						
length of time) during fiscal year						
where a hearing was not						
requested						
Average number of days in		0				
investigative stage		<u> </u>				
Average number of days in final		0				
action stage		<u> </u>				

Complaints Dismissed by	Comparative Data (Sec. 1614.705)									
Agency	Previous Fiscal Year Data									
Sec. 1614.704 (g) and (h)	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	30SEP16					
Total Complaints Dismissed by Agency	0									
Average days pending prior to dismissal	0									
Complaints Withdrawn by										
Complainants										
 Total complaints Withdrawn by Complainants 	0									

Total Final Actions Finding			Com	parati	ive D	ata (Se	ec. 161	4.705)			FY2016		
Total Final Actions Finding		Previous Fiscal Year Data							_	ıru			
Discrimination Sec. 1614.704 (i)			1 st Qtr 2 nd Qtr		Qtr	3 rd Qtr		4 th Qtr		30S	EP16		
Sec. 1614.704 (I)			#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
Without Hearing			0	0.00		0.00		0.00		0.00		0.00	
With Hearing			0	0.00		0.00		0.00		0.00		0.00	

Findings of Discrimination	Comparative Data (Sec. 1614.705)									FY2016		
Rendered by Basis					cal Ye					thru		
Sec. 1614.704 (j)			Qtr		^I Qtr		Qtr	4 th	Qtr	30S	EP16	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total		#	%	#	%	#	%	#	%	#	%	
complaints and findings.												
Total Number Findings												
■ Race		0	0.00		0.00							
■ Color		0	0.00		0.00							
■ Religion		0	0.00		0.00							
■ Reprisal		0	0.00		0.00							
■ Sex		0	0.00		0.00							
■ National Origin		0	0.00		0.00							
■ Equal Pay Act		0	0.00		0.00							
■ Age		0	0.00		0.00							
■ Disability		0	0.00		0.00							
■ Non-EEO		0	0.00		0.00							
Findings After Hearing												
■ Race		0	0.00		0.00							
■ Color		0	0.00		0.00							
■ Religion		0	0.00		0.00							
■ Reprisal		0	0.00		0.00							
■ Sex		0	0.00		0.00							
■ National Origin		0	0.00		0.00							
■ Equal Pay Act		0	0.00		0.00							
■ Age		0	0.00		0.00							
■ Disability		0	0.00		0.00							
■ Non-EEO		0	0.00		0.00							
Findings Without a Hearing												
■ Race		0	0.00		0.00							
■ Color		0	0.00		0.00							
■ Religion		0	0.00		0.00							
■ Reprisal		0	0.00		0.00							
■ Sex		0	0.00		0.00							
■ National Origin		0	0.00		0.00							
■ Equal Pay Act		0	0.00		0.00							
■ Age		0	0.00		0.00							
■ Disability		0	0.00		0.00							
■ Non-EEO		0	0.00		0.00							

Findings of Discrimination	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2016	
Rendered by Issue												ıru
Sec. 1614.704 (k)				Qtr	2 nd Qtr		3 rd Qtr		4 th Qtr			EP16
200: 1014:704 (K)			#	%	#	%	#	%	#	%	#	%
Total Number Findings											0	
Appointment / Hire			0	0.00		0.00						
Assignment of Duties			0	0.00		0.00						
Awards			0	0.00		0.00						
Conversion to Full-time			0	0.00		0.00						
■ Demotion				0.00		0.00		1				
			0	0.00		0.00						
Reprimand			0	0.00		0.00						
Suspension			0	0.00		0.00						
Removal Other			0	0.00		0.00						
			0	0.00		0.00						
Duty Hours			0	0.00		0.00						
Evaluation Appraisal			0	0.00		0.00						
Examination / Test			0	0.00		0.00						
■ Non-Sexual			0	0.00		0.00						
■ Sexual			0	0.00		0.00						
Medical Examination			0	0.00		0.00						
Pay (Including Overtime)			0	0.00		0.00						
Promotion / Non-Selection			0	0.00		0.00						
								1	I			
• Denied			0	0.00		0.00						
• Directed			0	0.00		0.00						
Reasonable Accommodation			0	0.00		0.00						
Reinstatement			0	0.00		0.00						
Retirement			0	0.00		0.00						
Termination			0	0.00		0.00						
Terms / Conditions of Employment			0	0.00		0.00						
Time and Attendance			0	0.00		0.00						
Training			0	0.00		0.00						<u> </u>
Other			0	0.00		0.00						

Findings of Discrimination	Com	parati	ve D	ata (Se	ec. 161	4.705)			FY2016	
Rendered by Issue		reviou								ıru
Sec. 1614.704 (k)	1 st	Qtr	2 nd	Qtr	3 rd	Qtr	4 th	Qtr	30SI	EP16
(Continued) `	#	%	#	%	#	%	#	%	#	%
Findings After Hearing										
Appointment / Hire	0	0.00		0.00						
Assignment of Duties	0	0.00		0.00						
Awards	0	0.00		0.00						
Conversion to Full-time	0	0.00		0.00						
■ Demotion	0	0.00		0.00				<u> </u>		
■ Reprimand	0	0.00		0.00						
Suspension	0	0.00		0.00						
■ Removal	0	0.00		0.00						
• Other	0	0.00		0.00						
Duty Hours	0	0.00		0.00						
Evaluation Appraisal	0	0.00		0.00						
Examination / Test	0	0.00		0.00						
		•		•	·					
■ Non-Sexual	0	0.00		0.00						
■ Sexual	0	0.00		0.00						
Medical Examination	0	0.00		0.00						
Pay (Including Overtime)	0	0.00		0.00						
Promotion / Non-Selection	0	0.00		0.00						
		1		T	ı	1	1			
■ Denied	0	0.00		0.00						
■ Directed	0	0.00		0.00						
Reasonable Accommodation	0	0.00		0.00						
Reinstatement	0	0.00		0.00						
Retirement	0	0.00		0.00						
Termination	0	0.00		0.00						
Terms / Conditions of	0	0.00		0.00						
Employment										
Time and Attendance	0	0.00		0.00						
Training	0	0.00		0.00						
Other	0	0.00		0.00						

Rendered by Issue Sec. 1614.704 (k) Sec. 1614.704 (k) (Continued) # % # % # % # % # % # % # % # % # % #	Findings of Discrimination	Comparative Data (Sec. 1614.705)							FY2	FY2016		
Sec. 1814.704 (k)												
Findings Without a Hearing	Sec. 1614.704 (k)		1 st	Qtr	2 nd	Qtr	3 rd	Qtr	4 th	Qtr	30S	EP16
Appointment / Hire	(Continued)		#	%	#	%	#	%			#	%
Assignment of Duties	Findings Without a Hearing											
Awards	Appointment / Hire		0	0.00		0.00						
Conversion to Full-time 0 0.00 0.00 • Demotion 0 0.00 0.00 • Reprimand 0 0.00 0.00 • Suspension 0 0.00 0.00 • Removal 0 0.00 0.00 • Other 0 0.00 0.00 Duty Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 • Non-Sexual 0 0.00 0.00 • Sexual 0 0.00 0.00 • Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 • Denied 0 0.00 0.00 • Directed 0 0.00 0.00 • Denied 0 0.00 0.00 • Denied 0 0.00 0.00	Assignment of Duties		0	0.00		0.00						
■ Demotion 0 0.00 0.00 ■ Reprimand 0 0.00 0.00 ■ Suspension 0 0.00 0.00 ■ Removal 0 0.00 0.00 ■ Other 0 0.00 0.00 ■ Outy Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 ■ Non-Sexual 0 0.00 0.00 ■ Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 ■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 ■ Directed 0 0.00 0.00 ■ Constant 0 0.00 0.00 ■ Constant 0 0.00 0.00	Awards		0	0.00		0.00						
■ Reprimand 0 0.00 0.00 ■ Suspension 0 0.00 0.00 ■ Removal 0 0.00 0.00 ■ Other 0 0.00 0.00 Duty Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 ■ Non-Sexual 0 0.00 0.00 ■ Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 ■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00	Conversion to Full-time		0	0.00		0.00						
■ Reprimand 0 0.00 0.00 ■ Suspension 0 0.00 0.00 ■ Removal 0 0.00 0.00 ■ Other 0 0.00 0.00 Duty Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 ■ Non-Sexual 0 0.00 0.00 ■ Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 ■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00	■ Demotion		0	0.00		0.00						
■ Suspension 0 0.00 0.00 ■ Removal 0 0.00 0.00 ■ Other 0 0.00 0.00 Duty Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 ■ Non-Sexual 0 0.00 0.00 ■ Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 ■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reirstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Termination 0 0.00 0.00												
■ Removal 0 0.00 0.00 ■ Other 0 0.00 0.00 Duty Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 ■ Non-Sexual 0 0.00 0.00 ■ Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 ■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reirrement 0 0.00 0.00 Termination 0 0.00 0.00 Termination 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00	•											
■ Other 0 0.00 0.00 Duty Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 ■ Non-Sexual 0 0.00 0.00 ■ Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 ■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00	•											
Duty Hours 0 0.00 0.00 Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 *Non-Sexual 0 0.00 0.00 *Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 *Denied 0 0.00 0.00 *Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00												
Evaluation Appraisal 0 0.00 0.00 Examination / Test 0 0.00 0.00 *Non-Sexual 0 0.00 0.00 *Sexual 0 0.00 0.00 Medical Examination 0 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 *Denied 0 0.00 0.00 *Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00												
■ Non-Sexual 0 0.00 0.00 0.00 ■ Sexual 0 0.00 0.00 0.00 Medical Examination 0 0.00 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 0.00 ■ Denied 0 0.00 0.00 0.00 ■ Directed 0 0.00 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 0.00 Reinstatement 0 0.00 0.00 0.00 Termination 0 0.00 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 0.00 Time and Attendance 0 0.00 0.00 0.00 Training 0 0.00 0.00 0.00												
■ Sexual 0 0.00 0.00 0.00 Medical Examination 0 0.00 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 0.00 ■ Denied 0 0.00 0.00 0.00 ■ Directed 0 0.00 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 0.00 Reinstatement 0 0.00 0.00 0.00 Retirement 0 0.00 0.00 0.00 Termination 0 0.00 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 0.00 Time and Attendance 0 0.00 0.00 0.00 0.00 Training 0 0.00 0.00 0.00 0.00 0.00				0.00		0.00						
■ Sexual 0 0.00 0.00 0.00 Medical Examination 0 0.00 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 0.00 ■ Denied 0 0.00 0.00 0.00 ■ Directed 0 0.00 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 0.00 Reinstatement 0 0.00 0.00 0.00 Retirement 0 0.00 0.00 0.00 Termination 0 0.00 0.00 0.00 Time and Attendance 0 0.00 0.00 0.00 Training 0 0.00 0.00 0.00												
Medical Examination 0 0.00 0.00 0.00 Pay (Including Overtime) 0 0.00 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 0.00 • Denied 0 0.00 0.00 0.00 • Directed 0 0.00 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 0.00 Reinstatement 0 0.00 0.00 0.00 Retirement 0 0.00 0.00 0.00 Termination 0 0.00 0.00 0.00 Time and Attendance 0 0.00 0.00 0.00 Training 0 0.00 0.00 0.00	■ Non-Sexual		0	0.00		0.00						
Pay (Including Overtime) 0 0.00 0.00 0.00 Promotion / Non-Selection 0 0.00 0.00 0.00 Denied 0 0.00 0.00 0.00 Directed 0 0.00 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 0.00 Reinstatement 0 0.00 0.00 0.00 Retirement 0 0.00 0.00 0.00 Termination 0 0.00 0.00 0.00 Time and Attendance 0 0.00 0.00 0.00 Training 0 0.00 0.00 0.00	■ Sexual		0	0.00		0.00						
Promotion / Non-Selection 0 0.00 0.00 ■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00	Medical Examination		0	0.00		0.00						
■ Denied 0 0.00 0.00 ■ Directed 0 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00	Pay (Including Overtime)		0	0.00		0.00						
■ Directed 0 0.00 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 0.00 0.00 Reinstatement 0 0.00 0.00 0.00 0.00 0.00 0.00 0.00	Promotion / Non-Selection		0	0.00		0.00						
■ Directed 0 0.00 0.00 0.00 Reasonable Accommodation 0 0.00 0.00 0.00 Reinstatement 0 0.00 0.00 0.00 Retirement 0 0.00 0.00 0.00 Termination 0 0.00 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 0.00 Time and Attendance 0 0.00 0.00 0.00 Training 0 0.00 0.00 0.00	■ Denied		0	0.00		0.00				1		
Reasonable Accommodation 0 0.00 0.00 Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00												
Reinstatement 0 0.00 0.00 Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00												
Retirement 0 0.00 0.00 Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00												
Termination 0 0.00 0.00 Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00												
Terms / Conditions of Employment 0 0.00 0.00 Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00												
Time and Attendance 0 0.00 0.00 Training 0 0.00 0.00												
Training 0 0.00 0.00	. ,											
· ·												
1 CHOPT	Other		0	0.00		0.00						

Pending Complaints Filed in	Comparative Data (Sec. 1614.705)									
Previous Fiscal Years by	Previou	ıs Fiscal Ye	ar Data		FY2016 thru					
Status Sec. 1614.704 (I)	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	30SEP16					
Total complaints from previous Fiscal Years	0									
Total Complainants	0									
Investigation	0									
Hearing	0									
Final Agency Action	0									
Appeal with EEOC Office of										
Federal Operations	0									

	Comparative Data (Sec. 1614.705)							
Complaint Investigations Sec. 1614.704 (m)	Previous Fiscal Year Data							
Sec. 1614.704 (III)	1 st Qtr	2 nd Qtr	3 rd Qtr	4 th Qtr	30SEP16			
Pending Completion Where								
Investigation Exceeds Required	0							
Time Frames								