

# 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

Complaint Activity Sec. 1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)					FY2011 thru 30SEP11
	Previous Fiscal Year Data					
	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr		
Number of Complaints Filed	1	0	0	0		1
Number of Complainants	1	0	0	0		1
Repeat Filers	0	0	0	0		0

Complaints by Basis Sec. 1614.704 (d)  <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data (Sec. 1614.705)					FY2011 thru 30SEP11
	Previous Fiscal Year Data					
	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr		
Race	0	0	0	0		0
Color	0	0	0	0		0
Religion	0	0	0	0		0
Reprisal	0	0	0	0		0
Sex	0	0	0	0		0
National Origin	0	0	0	0		0
Equal Pay Act	0	0	0	0		0
Age	1	0	0	0		1
Disability	0	0	0	0		0
Non-EEO basis	0	0	0	0		0

Alabama National Guard  
EEO Data Posted Pursuant to the No FEAR Act

<b>Complaints by Issue</b> Sec. 1614.704 (e)	<b>Comparative Data (Sec. 1614.705)</b>					FY2011 thru 30SEP11
	Previous Fiscal Year Data					
	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr		
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	1	0	0	0	0	1
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
▪ Demotion	0	0	0	0	0	0
▪ Reprimand	0	0	0	0	0	0
▪ Removal	0	0	0	0	0	0
▪ Suspension	0	0	0	0	0	0
▪ 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
<b>Harassment</b>						
▪ Non-Sexual	0	0	0	0	0	0
▪ Sexual	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
<b>Reassignment</b>						
▪ Denied	0	0	0	0	0	0
▪ Directed	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	0	0	0	0

Alabama National Guard  
EEO Data Posted Pursuant to the No FEAR Act

<b>Processing Time</b> Sec. 1614.704 (f) <i>the average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	<b>Comparative Data (Sec. 1614.705)</b>										FY2011 thru 30SEP11
	Previous Fiscal Year Data										
			1 <sup>st</sup> Qtr		2 <sup>nd</sup> Qtr		3 <sup>rd</sup> Qtr		4 <sup>th</sup> Qtr		
Complaints pending ( <i>for any length of time</i> ) during fiscal year											
▪ Average number of days in investigative stage			0		0		0		0		0
▪ Average number of days in final action stage			49		90		91		92		81
Complaints pending ( <i>for any length of time</i> ) during fiscal year where a <b>hearing was requested</b>											
▪ Average number of days in investigative stage			0		0		0		0		0
▪ Average number of days in final action stage			49		90		91		92		81
Complaints pending ( <i>for any length of time</i> ) during fiscal year where a <b>hearing was not requested</b>											
▪ Average number of days in investigative stage			0		0		0		0		0
▪ Average number of days in final action stage			0		0		0		0		0

<b>Complaints Dismissed by Agency</b> Sec. 1614.704 (g) and (h)	<b>Comparative Data (Sec. 1614.705)</b>										FY2011 thru 30SEP11
	Previous Fiscal Year Data										
			1 <sup>st</sup> Qtr		2 <sup>nd</sup> Qtr		3 <sup>rd</sup> Qtr		4 <sup>th</sup> Qtr		
Total Complaints Dismissed by Agency			0		0		0		0		0
Average days pending prior to dismissal			0		0		0		0		0
<b>Complaints Withdrawn by Complainants</b>											
▪ Total complaints Withdrawn by Complainants			0		0		0		0		0

<b>Total Final Actions Finding Discrimination</b> Sec. 1614.704 (i)	<b>Comparative Data (Sec. 1614.705)</b>										FY2011 thru 30SEP11	
	Previous Fiscal Year Data											
			1 <sup>st</sup> Qtr		2 <sup>nd</sup> Qtr		3 <sup>rd</sup> Qtr		4 <sup>th</sup> Qtr			
			#	%	#	%	#	%	#	%		
Total Number Findings			0		0		0		0		0	
Without Hearing			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
With Hearing			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Alabama National Guard  
EEO Data Posted Pursuant to the No FEAR Act

<b>Findings of Discrimination Rendered by Basis</b> Sec. 1614.704 (j) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>Comparative Data (Sec. 1614.705)</b>										FY2011 thru 30SEP11	
	Previous Fiscal Year Data											
			1 <sup>st</sup> Qtr		2 <sup>nd</sup> Qtr		3 <sup>rd</sup> Qtr		4 <sup>th</sup> Qtr		#	%
			#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>			0		0		0		0		0	
▪ Race			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Color			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Religion			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Reprisal			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Sex			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ National Origin			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Equal Pay Act			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Age			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Disability			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Non-EEO			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Findings After Hearing</b>			0		0		0		0		0	
▪ Race			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Color			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Religion			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Reprisal			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Sex			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ National Origin			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Equal Pay Act			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Age			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Disability			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Non-EEO			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Findings Without a Hearing</b>			0		0		0		0		0	
▪ Race			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Color			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Religion			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Reprisal			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Sex			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ National Origin			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Equal Pay Act			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Age			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Disability			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Non-EEO			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Alabama National Guard  
EEO Data Posted Pursuant to the No FEAR Act

<b>Findings of Discrimination Rendered by Issue</b> Sec. 1614.704 (k)	<b>Comparative Data (Sec. 1614.705)</b>										FY2011 thru 30SEP11	
	Previous Fiscal Year Data											
			1 <sup>st</sup> Qtr		2 <sup>nd</sup> Qtr		3 <sup>rd</sup> Qtr		4 <sup>th</sup> Qtr			
			#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>			0		0		0		0		0	
Appointment / Hire			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-time			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
▪ Demotion			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Reprimand			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Suspension			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Removal			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Other			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Examination / Test			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>												
▪ Non-Sexual			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Sexual			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pay (Including Overtime)			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion / Non-Selection			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>												
▪ Denied			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Directed			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reasonable Accommodation			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms / Conditions of Employment			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Alabama National Guard  
EEO Data Posted Pursuant to the No FEAR Act

<b>Findings of Discrimination Rendered by Issue</b> Sec. 1614.704 (k) (Continued)	<b>Comparative Data (Sec. 1614.705)</b>										FY2011 thru 30SEP11	
	Previous Fiscal Year Data											
			1 <sup>st</sup> Qtr		2 <sup>nd</sup> Qtr		3 <sup>rd</sup> Qtr		4 <sup>th</sup> Qtr		#	%
			#	%	#	%	#	%	#	%		
<b>Findings After Hearing</b>			0		0		0		0		0	
Appointment / Hire			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-time			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
▪ Demotion			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Reprimand			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Suspension			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Removal			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Other			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Examination / Test			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>												
▪ Non-Sexual			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Sexual			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pay (Including Overtime)			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion / Non-Selection			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>												
▪ Denied			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Directed			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reasonable Accommodation			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms / Conditions of Employment			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other			0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Alabama National Guard  
EEO Data Posted Pursuant to the No FEAR Act

<b>Findings of Discrimination Rendered by Issue</b> Sec. 1614.704 (k) <i>(Continued)</i>	<b>Comparative Data (Sec. 1614.705)</b>									FY2011 thru 30SEP11	
	Previous Fiscal Year Data										
			1 <sup>st</sup> Qtr		2 <sup>nd</sup> Qtr		3 <sup>rd</sup> Qtr		4 <sup>th</sup> Qtr		#
		#	%	#	%	#	%				
<b>Findings Without a Hearing</b>											
Appointment / Hire		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-time		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>											
▪ Demotion		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Reprimand		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Suspension		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Removal		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Other		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Examination / Test		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>											
▪ Non-Sexual		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Sexual		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pay (Including Overtime)		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion / Non-Selection		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>											
▪ Denied		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
▪ Directed		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reasonable Accommodation		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms / Conditions of Employment		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Alabama National Guard  
EEO Data Posted Pursuant to the No FEAR Act

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b> Sec. 1614.704 (l)	<b>Comparative Data</b> (Sec. 1614.705)					FY2011 thru 30SEP11
	Previous Fiscal Year Data					
		1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	
Total complaints from previous Fiscal Years		2	2	2	2	2
Total Complainants		2	2	2	2	2
<b>Number complaints pending</b>						
Investigation		0	0	0	0	0
Hearing		0	0	0	0	0
Final Agency Action		2	2	2	2	2
Appeal with EEOC Office of Federal Operations		0	0	0	0	0

<b>Complaint Investigations</b> Sec. 1614.704 (m)	<b>Comparative Data</b> (Sec. 1614.705)					FY2011 thru 30SEP11
	Previous Fiscal Year Data					
		1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	
Pending Completion Where Investigation Exceeds Required Time Frames		0	0	0	0	0