

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DoDEA (and below)

For 1st Quarter 2013 for period ending December 31, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	31	44	50	55	79	18
Number of Complainants	31	43	50	55	79	18
Repeat Filers	0	1	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Race	10	14	21	25	28	9
Color	2	5	10	8	6	2
Religion	1	1	5	2	5	0
Reprisal	9	9	25	24	33	8
Sex	9	20	18	20	37	9
PDA	0	0	0	0	1	0
National Origin	7	8	8	13	10	0

Equal Pay Act	0	1	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Age	10	18	<u>23</u>	<u>16</u>	<u>31</u>	<u>7</u>
Disability	7	6	<u>12</u>	<u>16</u>	<u>20</u>	<u>6</u>
Genetics	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Non-EEO	0	1	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	1	6	<u>13</u>	<u>5</u>	<u>5</u>	<u>0</u>
Assignment of Duties	2	2	<u>7</u>	<u>7</u>	<u>11</u>	<u>0</u>
Awards	0	0	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
Conversion to Full-time	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Disciplinary Action						
Demotion	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Reprimand	2	1	<u>2</u>	<u>3</u>	<u>1</u>	<u>1</u>
Suspension	0	0	<u>2</u>	<u>0</u>	<u>3</u>	<u>0</u>
Removal	0	1	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>
Other	1	0	<u>1</u>	<u>5</u>	<u>3</u>	<u>2</u>
Duty Hours	0	0	<u>1</u>	<u>0</u>	<u>1</u>	<u>0</u>
Evaluation Appraisal	1	0	<u>2</u>	<u>5</u>	<u>9</u>	<u>4</u>
Examination/Test	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Harassment						
Non-Sexual	14	21	<u>23</u>	<u>26</u>	<u>29</u>	<u>6</u>

Sexual	2	1	<u>1</u>	<u>3</u>	<u>3</u>	<u>0</u>
Medical Examination	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Pay (Including Overtime)	0	1	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
Promotion/Non-Selection	5	2	<u>5</u>	<u>2</u>	<u>10</u>	<u>3</u>
Reassignment						
Denied	0	0	<u>0</u>	<u>4</u>	<u>0</u>	<u>1</u>
Directed	4	4	<u>2</u>	<u>5</u>	<u>3</u>	<u>0</u>
Reasonable Accommodation	4	2	<u>1</u>	<u>4</u>	<u>7</u>	<u>0</u>
Reinstatement	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Retirement	0	0	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>
Termination	4	5	<u>4</u>	<u>12</u>	<u>10</u>	<u>0</u>
Terms/Conditions of Employment	1	5	<u>2</u>	<u>9</u>	<u>10</u>	<u>3</u>
Time and Attendance	0	0	<u>2</u>	<u>2</u>	<u>3</u>	<u>1</u>
Training	0	0	<u>0</u>	<u>2</u>	<u>1</u>	<u>0</u>
Other	1	0	<u>6</u>	<u>1</u>	<u>4</u>	<u>0</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	216.79	215.31	215.82	181.95	172.96	177.11
Average number of days in final action	161.76	76.53	49.00	62.12	44.25	74.20
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	212.00	214.11	215.22	167.41	180.05	176.12

Average number of days in final action	52.00	37.57	19.50	23.60	27.33	56.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	220.15	215.94	216.50	212.15	152.71	185.00
Average number of days in final action	187.59	110.62	58.83	78.17	54.40	100.50

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
	2008	2009	2010	2011	2012	
Total Complaints Dismissed by Agency	8	11	<u>12</u>	<u>10</u>	<u>8</u>	<u>3</u>
Average days pending prior to dismissal	300	49	35	67	9	44
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	2	<u>3</u>	<u>4</u>	<u>5</u>	<u>0</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		0	
Without Hearing	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
With Hearing	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data	
	Previous Fiscal Year Data	2013

<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2008		2009		2010		2011		2012		Thru 12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		0	
Race	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
PDA	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After Hearing	0		0		1		0		0		0	
Race	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
PDA	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Age	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
PDA	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		0	
Appointment/Hire	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Awards	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Training	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After Hearing	0		0		1		0		0		0	
Appointment/Hire	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Reasonable Accommodation	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Medical Examination	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013 Thru 12-31
	Previous Fiscal Year Data						
	2008	2009	2010	2011	2012		
Total complaints from previous Fiscal Years	51	33	<u>39</u>	<u>47</u>	<u>68</u>	<u>91</u>	
Total Complainants	50	31	38	46	68	90	
Number complaints pending							
Investigation	0	0	<u>2</u>	<u>2</u>	<u>0</u>	<u>24</u>	
ROI issued, pending Complainant's action	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>	
Hearing	0	10	<u>12</u>	<u>20</u>	<u>25</u>	<u>48</u>	

Final Agency Action	0	2	<u>1</u>	<u>2</u>	<u>5</u>	<u>7</u>
Appeal with EEOC Office of Federal Operations	0	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12- 31
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	<u>2</u>	<u>4</u>	<u>2</u>	<u>6</u>