

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

For 1st Quarter 2014 for period ending December 31, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	44	<a href="#">50</a>	<a href="#">55</a>	<a href="#">77</a>	<a href="#">75</a>	<a href="#">21</a>
Number of Complainants	43	50	55	77	74	21
Repeat Filers	1	0	0	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru12-31
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	14	<a href="#">21</a>	<a href="#">25</a>	<a href="#">29</a>	<a href="#">41</a>	<a href="#">9</a>
Color	5	<a href="#">10</a>	<a href="#">8</a>	<a href="#">8</a>	<a href="#">18</a>	<a href="#">1</a>
Religion	1	<a href="#">5</a>	<a href="#">2</a>	<a href="#">5</a>	<a href="#">3</a>	<a href="#">1</a>
Reprisal	9	<a href="#">25</a>	<a href="#">24</a>	<a href="#">32</a>	<a href="#">41</a>	<a href="#">16</a>
Sex	20	<a href="#">18</a>	<a href="#">20</a>	<a href="#">37</a>	<a href="#">41</a>	<a href="#">7</a>
PDA	0	<a href="#">0</a>	<a href="#">0</a>	<a href="#">1</a>	<a href="#">1</a>	<a href="#">0</a>
National Origin	8	<a href="#">8</a>	<a href="#">13</a>	<a href="#">10</a>	<a href="#">6</a>	<a href="#">2</a>

Equal Pay Act	1	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Age	18	<u>23</u>	<u>16</u>	<u>32</u>	<u>28</u>	<u>9</u>
Disability	6	<u>12</u>	<u>16</u>	<u>19</u>	<u>23</u>	<u>6</u>
Genetics	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Non-EEO	1	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Appointment/Hire	6	<u>13</u>	<u>5</u>	<u>5</u>	<u>2</u>	<u>0</u>
Assignment of Duties	2	<u>7</u>	<u>7</u>	<u>10</u>	<u>5</u>	<u>1</u>
Awards	0	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>
Conversion to Full-time	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
Reprimand	1	<u>2</u>	<u>3</u>	<u>1</u>	<u>3</u>	<u>2</u>
Suspension	0	<u>2</u>	<u>0</u>	<u>3</u>	<u>1</u>	<u>3</u>
Removal	1	<u>1</u>	<u>1</u>	<u>0</u>	<u>1</u>	<u>0</u>
Other	0	<u>4</u>	<u>5</u>	<u>4</u>	<u>5</u>	<u>1</u>
Duty Hours	0	<u>1</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>
Evaluation Appraisal	0	<u>2</u>	<u>6</u>	<u>10</u>	<u>7</u>	<u>2</u>
Examination/Test	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>Harassment</b>						
Non-Sexual	21	<u>23</u>	<u>26</u>	<u>28</u>	<u>41</u>	<u>8</u>
Sexual	1	<u>1</u>	<u>3</u>	<u>3</u>	<u>6</u>	<u>0</u>

Medical Examination	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Pay (Including Overtime)	1	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>
Promotion/Non-Selection	2	<u>5</u>	<u>2</u>	<u>10</u>	<u>12</u>	<u>5</u>
<b>Reassignment</b>						
Denied	0	<u>0</u>	<u>4</u>	<u>0</u>	<u>2</u>	<u>0</u>
Directed	4	<u>2</u>	<u>5</u>	<u>4</u>	<u>9</u>	<u>3</u>
Reasonable Accommodation	2	<u>1</u>	<u>4</u>	<u>6</u>	<u>7</u>	<u>4</u>
Reinstatement	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
Retirement	0	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Termination	5	<u>4</u>	<u>12</u>	<u>10</u>	<u>3</u>	<u>1</u>
Terms/Conditions of Employment	5	<u>5</u>	<u>9</u>	<u>10</u>	<u>13</u>	<u>4</u>
Time and Attendance	0	<u>2</u>	<u>2</u>	<u>2</u>	<u>4</u>	<u>0</u>
Training	0	<u>0</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>0</u>
Other	0	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru12-31</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Complaints pending during fiscal year						
Average number of days in investigation	215.31	215.82	181.95	167.37	169.45	190.81
Average number of days in final action	76.53	49.00	62.12	44.25	74.32	54.80
Complaint pending during fiscal year where hearing was requested						
Average	214.11	215.22	167.41	172.50	178.00	194.05

number of days in investigation							
Average number of days in final action	37.57	19.50	23.60	27.33	42.44	7.00	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	215.94	216.50	212.15	152.71	145.50	173.00	
Average number of days in final action	110.62	58.83	78.17	54.40	96.38	86.67	
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>					<b>2014Thru12-31</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>		
Total Complaints Dismissed by Agency	11	<u>13</u>	<u>11</u>	<u>10</u>	<u>14</u>	<u>3</u>	
Average days pending prior to dismissal	49	50	88	54	31	107	
<b>Complaints Withdrawn by Complainants</b>							
Total Complaints Withdrawn by Complainants	2	<u>3</u>	<u>4</u>	<u>4</u>	<u>7</u>	<u>3</u>	
<b>Total Final Agency</b>	<b>Comparative Data</b>						

Actions Finding Discrimination	Previous Fiscal Year Data										2014Thru12-31	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Without Hearing	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
With Hearing	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014Thru12-31	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		1		0		0		0		0	
Race	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
PDA	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

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

Sex	0	0	<u>0</u>	0								
PDA	0	0	<u>0</u>	0								
National Origin	0	0	<u>0</u>	0								
Equal Pay Act	0	0	<u>0</u>	0								
Age	0	0	<u>0</u>	0								
Disability	0	0	<u>0</u>	0								
Genetics	0	0	<u>0</u>	0								
Non-EEO	0	0	<u>0</u>	0								
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru12-31</b>	
	<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		1		0		0		0		0	
Appointment/Hire	0	0	<u>0</u>	0								
Assignment of Duties	0	0	<u>0</u>	0								
Awards	0	0	<u>0</u>	0								
Conversion to Full-time	0	0	<u>0</u>	0								
<b>Disciplinary Action</b>												
Demotion	0	0	<u>0</u>	0								
Reprimand	0	0	<u>0</u>	0								
Suspension	0	0	<u>0</u>	0								
Removal	0	0	<u>0</u>	0								
Other	0	0	<u>0</u>	0								

Duty Hours	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	0	0	<u>1</u>	10 0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	<u>1</u>	10 0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

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

Denied	0	0	<u>1</u>	10 0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	<u>1</u>	10 0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
<b>Findings Without Hearing</b>	0		0		0		0		0		0	
Appointment/Hire	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Suspension	0	0	<u>0</u>	0								
Removal	0	0	<u>0</u>	0								
Other	0	0	<u>0</u>	0								
Duty Hours	0	0	<u>0</u>	0								
Evaluation Appraisal	0	0	<u>0</u>	0								
Examination/ Test	0	0	<u>0</u>	0								
Harassment												
Non-Sexual	0	0	<u>0</u>	0								
Sexual	0	0	<u>0</u>	0								
Medical Examination	0	0	<u>0</u>	0								
Pay (Including Overtime)	0	0	<u>0</u>	0								
Promotion/Non-Selection	0	0	<u>0</u>	0								
Reassignment												
Denied	0	0	<u>0</u>	0								
Directed	0	0	<u>0</u>	0								
Reasonable Accommodation	0	0	<u>0</u>	0								
Reinstatement	0	0	<u>0</u>	0								
Retirement	0	0	<u>0</u>	0								
Termination	0	0	<u>0</u>	0								
Terms/Conditions of Employment	0	0	<u>0</u>	0								
Time and	0	0	<u>0</u>	0								

Attendance												
Training	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru12-31</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total complaints from previous Fiscal Years	33	<u>39</u>	<u>47</u>	<u>68</u>	<u>90</u>	<u>107</u>						
Total Complainants	31	38	46	68	89	102						
<b>Number complaints pending</b>												
Investigation	0	<u>2</u>	<u>2</u>	<u>0</u>	<u>5</u>	<u>20</u>						
ROI issued, pending Complainant's action	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>						
Hearing	10	<u>12</u>	<u>20</u>	<u>26</u>	<u>44</u>	<u>60</u>						
Final Agency Action	2	<u>1</u>	<u>2</u>	<u>5</u>	<u>6</u>	<u>7</u>						
Appeal with EEOC Office of Federal Operations	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru12-31</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	<u>1</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>1</u>						