

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

DoDEA (and below)

For 1st Quarter 2017 for period ending December 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	77	77	93	70	80	27
Number of Complainants	77	76	91	69	79	27
Repeat Filers	0	1	2	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	29	42	44	42	38	10
Color	8	18	12	13	16	7
Religion	5	3	3	2	1	0
Reprisal	31	41	58	47	51	17
Sex	37	42	39	31	35	15
PDA	1	1	0	1	0	0

National Origin	10	6	11	13	10	5
Equal Pay Act	0	0	0	0	0	0
Age	32	30	44	36	29	13
Disability	19	24	27	20	19	9
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	5	2	1	6	3	2
Assignment of Duties	10	5	9	8	8	4
Awards	1	0	0	0	1	0
Conversion to Full Time/Perm Status	0	1	0	0	1	0
Disciplinary Action						
Demotion	0	1	0	0	2	0
Reprimand	1	3	7	9	9	1
Suspension	3	1	5	5	6	0
Removal	0	2	2	0	3	1
Other	0	0	0	0	6	0
Duty Hours	1	1	1	3	1	0
Perf. Eval./ Appraisal	10	7	8	5	10	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	28	41	37	35	36	15

Sexual	3	6	1	1	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	1	2	3	6	1
Promotion/Non-Selection	10	12	14	19	17	3
Reassignment						
Denied	0	3	2	4	4	2
Directed	4	9	6	8	2	0
Reasonable Accommodation Disability	6	7	9	6	8	4
Reinstatement	0	0	2	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	10	3	4	4	1	1
Terms/Conditions of Employment	10	13	19	3	15	0
Time and Attendance	2	4	5	4	9	1
Training	0	1	2	2	3	0
Other						
User Defined - PIP	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	

Complaints pending during fiscal year														
Average number of days in investigation		198.98	176.45	229.99	220.78	200.43	237.39							
Average number of days in final action		46.71	77.10	64.06	70.17	64.59	123.00							
Complaint pending during fiscal year where hearing was requested														
Average number of days in investigation		189.48	183.62	243.47	228.17	199.77	294.38							
Average number of days in final action		35.71	42.44	21.25	46.29	59.37	144.14							
Complaint pending during fiscal year where hearing was not requested														
Average number of days in investigation		213.00	160.92	182.33	198.21	202.53	191.80							
Average number of days in final action		54.40	103.08	98.30	85.36	80.67	86.00							
Complaints Dismissed by Agency			Comparative Data											
			Previous Fiscal Year Data									2017Thru12-31		
			2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency			10	13	10	7	9	0						
Average days pending prior to dismissal			53.6	32.46	78	41	44.89	0						
Complaints Withdrawn by Complainants														
Total Complaints Withdrawn by Complainants			4	7	9	7	8	1						
Total Final Agency Actions Finding Discrimination			Comparative Data											
			Previous Fiscal Year Data									2017Thru12-31		
			2012	2013	2014	2015	2016							
			#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			0		0		1		2		1		1	

Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	1	100	2	100	1	100	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		2		1		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	2	100	0	0	1	100
Sex	0	0	0	0	0	0	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	1	100
Disability	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		2		1		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	2	100	0	0	1	100

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												
User Defined - PIP	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru12-31					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	29	52	69	98	113	170						
Total Complainants	29	51	66	94	112	164						
Number complaints pending												
Investigation	0	5	3	2	3	22						
ROI issued, pending Complainant's action	0	0	0	0	0	6						

Hearing	24	43	61	93	101	130
Final Agency Action	5	5	3	5	11	14
Appeal with EEOC Office of Federal Operations	7	16	19	25	75	84
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	0	4	4	3	4	3