

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

For 1st Quarter 2018 for period ending December 31, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
Number of Complaints Filed	77	93	70	80	83	19
Number of Complainants	76	91	69	79	82	19
Repeat Filers	1	2	1	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru12-31
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	42	44	42	38	34	8
Color	18	12	13	16	16	6
Religion	3	3	2	1	1	2
Reprisal	41	58	47	51	43	10
Sex	42	39	31	35	41	5
PDA	1	0	1	0	0	0
National Origin	6	11	13	10	12	3
Equal Pay Act	0	0	0	0	0	0
Age	30	44	36	29	39	8
Disability	24	27	20	19	26	8
Genetics	0	0	0	0	0	0

Non-EEO	0	1	0	1	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	2	1	6	3	5	4
Assignment of Duties	5	9	8	8	14	2
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status	1	0	0	1	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	2	0	1
Reprimand	3	7	9	9	5	1
Suspension	1	5	5	6	2	0
Removal	2	2	0	3	4	1
Other	0	0	0	6	1	0
Duty Hours	1	1	3	1	0	0
Perf. Eval./ Appraisal	7	8	5	10	6	3
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	41	37	35	36	49	8
Sexual	6	1	1	3	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	2	3	6	3	0
Promotion/Non-Selection	12	14	19	17	14	4
<b>Reassignment</b>						

Denied	3	2	4	4	4	0
Directed	9	6	8	2	6	0
Reasonable Accommodation Disability	7	9	6	8	13	3
Reinstatement	0	2	0	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	3	4	4	1	3	2
Terms/Conditions of Employment	13	19	3	15	7	1
Time and Attendance	4	5	4	9	4	0
Training	1	2	2	3	2	0
<b>Other</b>						
User Defined - PIP	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	1
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru12-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	176.45	229.99	220.78	200.43	224.78	207.06
Average number of days in final action	77.10	64.06	70.17	64.59	101.62	49.44
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	183.62	243.47	228.17	199.77	242.45	183.09						
Average number of days in final action	42.44	21.25	46.29	59.37	91.77	27.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	160.92	182.33	198.21	202.53	199.19	259.80						
Average number of days in final action	103.08	98.30	85.36	80.67	109.89	71.38						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru12-31</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	13	10	7	9	13						4	
Average days pending prior to dismissal	32.46	78	41	44.89	53.77						71	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	7	9	7	8	6						0	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru12-31</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</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	0		1		2		1		3		1	
Without Hearing	0	0	0	0	0	0	0	0	2	67	0	0
With Hearing	0	0	1	100	2	100	1	100	1	33	1	100



National Origin	0	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	100	1	100	0	0	0
Disability	0	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	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		0		0		2		0		
Race	0	0	0	0	0	0	0	0	1	50	0	0	0
Color	0	0	0	0	0	0	0	0	1	50	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0	0
Genetics	0	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	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2018Thru12-31</b>		
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</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>#</b>
<b>Total Number Findings</b>	0		0		2		1		3		1		













<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru12-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Total complaints from previous Fiscal Years	52	69	98	113	121	160
Total Complainants	51	66	94	112	118	154
<b>Number complaints pending</b>						
Investigation	5	3	2	3	4	18
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	43	61	93	101	114	136
Final Agency Action	5	3	5	11	6	5
Appeal with EEOC Office of Federal Operations	16	19	25	75	91	102
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru12-31</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	4	4	3	4	3	4