

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

For 4th Quarter 2009 for period ending September 30, 2009

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed	35	25	34	50	31	<a href="#">44</a>
Number of Complainants	34	25	33	50	31	43
Repeat Filers	1	0	1	1	0	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 09-30
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	15	12	21	27	10	<a href="#">14</a>
Color	12	3	10	7	2	<a href="#">5</a>
Religion	17	3	3	4	1	<a href="#">1</a>
Reprisal	12	10	14	15	9	<a href="#">9</a>
Sex	16	12	18	23	9	<a href="#">20</a>
National Origin	6	3	5	5	7	<a href="#">8</a>

Equal Pay Act	3	0	0	0	0	<u>1</u>
Age	11	10	14	20	10	<u>18</u>
Disability	6	7	8	16	7	<u>6</u>
Non-EEO	0	1	0	0	0	<u>1</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 09- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	4	2	9	5	1	<u>6</u>
Assignment of Duties	3	2	3	3	2	<u>2</u>
Awards	0	0	0	0	0	<u>0</u>
Conversion to Full-time	0	0	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	4	2	2	2	2	<u>1</u>
Suspension	2	1	1	1	0	<u>0</u>
Removal	0	0	0	0	0	<u>1</u>
Other	1	4	2	0	1	<u>0</u>
Duty Hours	1	0	0	0	0	<u>0</u>
Evaluation Appraisal	0	1	2	0	1	<u>0</u>
Examination/Test	0	0	0	0	0	<u>0</u>
<b>Harassment</b>						
Non-Sexual	9	10	12	17	14	<u>21</u>
Sexual	1	1	0	3	2	<u>1</u>

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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	325.50	229.04	208.91	264.37	216.79	215.31
Average number of days in final action	641.40	114.05	101.59	122.42	161.76	80.14
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	311.50	225.73	219.82	257.93	212.00	214.11
Average number of days in final action	0	35.64	22.93	89.83	52.00	39.50

Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	353.50	234.00	198.92	269.20	220.15	215.94
Average number of days in final action	94.33	137.86	239.25	155.00	187.59	110.62

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 09-30
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency	2	5	6	17	8	<u>11</u>
Average days pending prior to dismissal	20	63	526	103	300	49
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	1	2	2	2	<u>2</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009 Thru 09-30	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
With Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data	
	Previous Fiscal Year Data	2009

<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

<b>Findings Without Hearing</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	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>2009 Thru 09-30</b>	
	<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</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		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0





Employment												
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings Without Hearing</b>	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 09-30
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years	23	46	38	35	51	<u>34</u>
Total Complainants	23	45	37	34	50	32
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	<u>0</u>
ROI issued, pending Complainant's action	1	0	0	1	0	<u>0</u>
Hearing	0	0	0	0	0	<u>10</u>
Final Agency Action	0	2	0	3	0	<u>4</u>
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>0</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009 Thru 09- 30
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	3	5	6	4	1	<u>0</u>