

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

DoDEA (and below)

For 1st Quarter 2012 for period ending December 31, 2011

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	50	31	44	50	58	17
Number of Complainants	50	31	43	50	58	17
Repeat Filers	1	0	1	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	27	10	14	21	25	3
Color	7	2	5	10	8	0
Religion	4	1	1	5	2	0
Reprisal	15	9	9	25	26	4
Sex	23	9	20	18	21	6
National Origin	5	7	8	8	13	2
Equal Pay Act	0	0	1	0	0	0

Age	20	10	18	<u>23</u>	<u>16</u>	<u>4</u>
Disability	16	7	6	<u>12</u>	<u>16</u>	<u>2</u>
Non-EEO	0	0	1	<u>1</u>	<u>1</u>	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	5	1	6	<u>13</u>	<u>5</u>	<u>0</u>
Assignment of Duties	3	2	2	<u>7</u>	<u>7</u>	<u>1</u>
Awards	0	0	0	<u>0</u>	<u>0</u>	<u>0</u>
Conversion to Full-time	0	0	0	<u>0</u>	<u>0</u>	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	<u>0</u>	<u>0</u>	<u>0</u>
Reprimand	2	2	1	<u>2</u>	<u>3</u>	<u>0</u>
Suspension	1	0	0	<u>2</u>	<u>0</u>	<u>0</u>
Removal	0	0	1	<u>1</u>	<u>1</u>	<u>0</u>
Other	0	1	0	<u>1</u>	<u>5</u>	<u>1</u>
Duty Hours	0	0	0	<u>1</u>	<u>0</u>	<u>1</u>
Evaluation Appraisal	0	1	0	<u>2</u>	<u>5</u>	<u>1</u>
Examination/Test	0	0	0	<u>0</u>	<u>0</u>	<u>0</u>
Harassment						
Non-Sexual	17	14	21	<u>23</u>	<u>27</u>	<u>4</u>
Sexual	3	2	1	<u>1</u>	<u>3</u>	<u>1</u>
Medical Examination	1	0	0	<u>0</u>	<u>0</u>	<u>0</u>
Pay (Including Overtime)	0	0	1	<u>0</u>	<u>0</u>	<u>0</u>
Promotion/Non-Selection	3	5	2	<u>5</u>	<u>3</u>	<u>2</u>

Reassignment						
Denied	1	0	0	<u>0</u>	<u>4</u>	<u>0</u>
Directed	9	4	4	<u>2</u>	<u>5</u>	<u>1</u>
Reasonable Accommodation	2	4	2	<u>1</u>	<u>4</u>	<u>0</u>
Reinstatement	0	0	0	<u>0</u>	<u>0</u>	<u>0</u>
Retirement	0	0	0	<u>2</u>	<u>0</u>	<u>0</u>
Termination	6	4	5	<u>4</u>	<u>14</u>	<u>0</u>
Terms/Conditions of Employment	2	1	5	<u>2</u>	<u>9</u>	<u>0</u>
Time and Attendance	2	0	0	<u>2</u>	<u>2</u>	<u>0</u>
Training	1	0	0	<u>0</u>	<u>2</u>	<u>0</u>
Other	0	1	0	<u>6</u>	<u>1</u>	<u>0</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	264.37	216.79	215.31	217.22	171.51	170.57
Average number of days in final action	122.42	161.76	76.53	45.85	83.55	39.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	257.93	212.00	214.11	215.22	160.41	160.25
Average number of days in final action	89.83	52.00	37.57	19.50	23.60	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	269.20	220.15	215.94	218.34	178.64	176.07
Average number of days in final action	155.00	187.59	110.62	52.44	103.53	39.33

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	17	8	11	<u>13</u>	<u>11</u>	<u>4</u>
Average days pending prior to dismissal	103	300	49	36	91	80
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	2	2	<u>3</u>	<u>4</u>	<u>0</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
With Hearing	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2012 Thru 12- 31		
	2007		2008		2009		2010		2011				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>													
#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		0		
Race	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	
Color	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	

Religion	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After Hearing	0		0		0		1		0		0	
Race	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Color	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	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	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Equal Pay Act	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	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										2012 Thru 12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Pay (Including Overtime)	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Directed	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After Hearing	0		0		0		<u>1</u>		0		0	
Appointment/Hire	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

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

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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12-31
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	35	51	33	<u>41</u>	<u>47</u>	<u>68</u>
Total Complainants	34	50	31	40	46	68

Number complaints pending						
Investigation	0	0	0	<u>2</u>	<u>1</u>	<u>8</u>
ROI issued, pending Complainant's action	1	0	0	<u>0</u>	<u>0</u>	<u>2</u>
Hearing	0	0	10	<u>12</u>	<u>21</u>	<u>45</u>
Final Agency Action	3	0	2	<u>1</u>	<u>2</u>	<u>2</u>
Appeal with EEOC Office of Federal Operations	0	0	0	<u>0</u>	<u>0</u>	<u>0</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 12- 31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	4	1	0	<u>1</u>	<u>0</u>	<u>1</u>