

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

**DoDEA  
For 2nd Quarter 2016 for period ending March 31, 2016**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	58	77	77	93	70	42
Number of Complainants	58	77	76	91	69	42
Repeat Filers	0	0	1	2	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	2011	2012	2013	2014	2015	
Race	25	29	42	44	42	19
Color	8	8	18	12	13	6
Religion	2	5	3	3	2	1
Reprisal	26	31	41	58	47	27
Sex	21	37	42	39	31	18
PDA	0	1	1	0	1	0
National Origin	13	10	6	11	13	7
Equal Pay Act	0	0	0	0	0	0
Age	16	32	30	44	36	15
Disability	17	19	24	27	20	8
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	2011	2012	2013	2014	2015	
Appointment/Hire	5	5	2	1	6	1
Assignment of Duties	7	10	5	9	8	3
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	1	0	0	1
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	0	1
Reprimand	3	1	3	7	9	5
Suspension	0	3	1	5	5	4
Removal	1	0	2	2	0	1
Other	0	0	0	0	0	1
Duty Hours	0	1	1	1	3	1
Perf. Eval./ Appraisal	6	10	7	8	5	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	27	28	41	37	35	19
Sexual	3	3	6	1	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	1	1	2	3	1
Promotion/Non-Selection	3	10	12	14	19	12
<b>Reassignment</b>						
Denied	4	0	3	2	4	4
Directed	5	4	9	6	8	2
Reasonable Accommodation Disability	4	6	7	9	6	4
Reinstatement	0	0	0	2	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	13	10	3	4	4	1

Terms/Conditions of Employment	9	10	13	19	3	5
Time and Attendance	2	2	4	5	4	4
Training	2	0	1	2	2	3
<b>Other</b>						
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					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	181.95	198.98	176.45	229.99	220.78	212.27
Average number of days in final action	48.69	46.71	77.10	64.06	70.17	60.40
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	164.24	189.48	183.62	243.47	228.17	206.50
Average number of days in final action	23.60	35.71	42.44	21.25	46.29	40.86
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	211.47	213.00	160.92	182.33	198.21	225.25
Average number of days in final action	60.09	54.40	103.08	98.30	85.36	106.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	11	10	13	10	7	5
Average days pending prior to dismissal	88.18	53.6	32.46	78	41	55.2
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	4	4	7	9	7	3





Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	2	100	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





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					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	23	29	52	69	98	142
Total Complainants	23	29	51	66	94	140
<b>Number complaints pending</b>						
Investigation	2	0	5	3	2	8
ROI issued, pending Complainant's action	0	0	0	0	0	3
Hearing	17	24	43	61	93	125
Final Agency Action	2	5	5	3	5	5
Appeal with EEOC Office of Federal Operations	10	7	16	19	25	66

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	4	4	3	3

