

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

For 3rd Quarter 2014 for period ending June 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	44	50	55	77	75	73
Number of Complainants	43	50	55	77	74	72
Repeat Filers	1	0	0	0	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	14	21	25	29	41	35
Color	5	10	8	8	18	9
Religion	1	5	2	5	3	3
Reprisal	9	25	24	32	41	43
Sex	20	18	20	37	41	27
PDA	0	0	0	1	1	0

National Origin	8	<u>8</u>	<u>13</u>	<u>10</u>	<u>6</u>	<u>9</u>
Equal Pay Act	1	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Age	18	<u>23</u>	<u>16</u>	<u>32</u>	<u>28</u>	<u>33</u>
Disability	6	<u>12</u>	<u>16</u>	<u>19</u>	<u>23</u>	<u>19</u>
Genetics	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Non-EEO	1	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	6	<u>13</u>	<u>5</u>	<u>5</u>	<u>2</u>	<u>1</u>
Assignment of Duties	2	<u>7</u>	<u>7</u>	<u>10</u>	<u>5</u>	<u>9</u>
Awards	0	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>
Conversion to Full-time	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
Disciplinary Action						
Demotion	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
Reprimand	1	<u>2</u>	<u>3</u>	<u>1</u>	<u>3</u>	<u>6</u>
Suspension	0	<u>2</u>	<u>0</u>	<u>3</u>	<u>1</u>	<u>5</u>
Removal	1	<u>1</u>	<u>1</u>	<u>0</u>	<u>1</u>	<u>0</u>
Other	0	<u>4</u>	<u>5</u>	<u>4</u>	<u>5</u>	<u>3</u>
Duty Hours	0	<u>1</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>1</u>
Evaluation Appraisal	0	<u>2</u>	<u>6</u>	<u>10</u>	<u>7</u>	<u>6</u>
Examination/Test	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Harassment						
Non-Sexual	21	<u>23</u>	<u>26</u>	<u>28</u>	<u>41</u>	<u>26</u>

Sexual	1	<u>1</u>	<u>3</u>	<u>3</u>	<u>6</u>	<u>0</u>
Medical Examination	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Pay (Including Overtime)	1	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>1</u>
Promotion/Non-Selection	2	<u>5</u>	<u>2</u>	<u>10</u>	<u>12</u>	<u>11</u>
Reassignment						
Denied	0	<u>0</u>	<u>4</u>	<u>0</u>	<u>2</u>	<u>2</u>
Directed	4	<u>2</u>	<u>5</u>	<u>4</u>	<u>9</u>	<u>5</u>
Reasonable Accommodation	2	<u>1</u>	<u>4</u>	<u>6</u>	<u>7</u>	<u>7</u>
Reinstatement	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>
Retirement	0	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Termination	5	<u>4</u>	<u>12</u>	<u>10</u>	<u>3</u>	<u>4</u>
Terms/Conditions of Employment	5	<u>5</u>	<u>9</u>	<u>10</u>	<u>13</u>	<u>12</u>
Time and Attendance	0	<u>2</u>	<u>2</u>	<u>2</u>	<u>4</u>	<u>3</u>
Training	0	<u>0</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>2</u>
Other	0	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3</u>
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	215.31	215.82	181.95	167.37	169.45	202.52
Average number of days in final action	76.53	49.00	62.12	44.25	74.32	55.08
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	214.11	215.22	167.41	172.50	178.00	207.87						
Average number of days in final action	37.57	19.50	23.60	27.33	42.44	18.20						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	215.94	216.50	212.15	152.71	145.50	171.75						
Average number of days in final action	110.62	58.83	78.17	54.40	96.38	78.12						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	11	<u>13</u>	<u>11</u>	<u>10</u>	<u>14</u>	<u>9</u>						
Average days pending prior to dismissal	49	50	88	54	31	99						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	<u>3</u>	<u>4</u>	<u>4</u>	<u>7</u>	<u>7</u>						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	

Without Hearing	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
With Hearing	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009		2010		2011		2012		2013		#	%
#	%	#	%	#	%	#	%	#	%			
<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		1		0		0		0		0	
Race	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
PDA	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After	0		1		0		0		0		0	

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

Age	0	0	<u>0</u>	0								
Disability	0	0	<u>0</u>	0								
Genetics	0	0	<u>0</u>	0								
Non-EEO	0	0	<u>0</u>	0								
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Appointment/Hire	0	0	<u>0</u>	0								
Assignment of Duties	0	0	<u>0</u>	0								
Awards	0	0	<u>0</u>	0								
Conversion to Full-time	0	0	<u>0</u>	0								
Disciplinary Action												
Demotion	0	0	<u>0</u>	0								
Reprimand	0	0	<u>0</u>	0								
Suspension	0	0	<u>0</u>	0								
Removal	0	0	<u>0</u>	0								
Other	0	0	<u>0</u>	0								
Duty Hours	0	0	<u>0</u>	0								
Evaluation Appraisal	0	0	<u>0</u>	0								
Examination/Test	0	0	<u>0</u>	0								
Harassment												
Non-Sexual	0	0	<u>0</u>	0								

Sexual	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Full-time												
Disciplinary Action												
Demotion	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sexual	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	0	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	0	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Terms/Conditions of Employment	0	0	<u>0</u>	0								
Time and Attendance	0	0	<u>0</u>	0								
Training	0	0	<u>0</u>	0								
Other - User Defined	0	0	<u>0</u>	0								
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	<u>0</u>	0								
Assignment of Duties	0	0	<u>0</u>	0								
Awards	0	0	<u>0</u>	0								
Conversion to Full-time	0	0	<u>0</u>	0								
Disciplinary Action												
Demotion	0	0	<u>0</u>	0								
Reprimand	0	0	<u>0</u>	0								
Suspension	0	0	<u>0</u>	0								
Removal	0	0	<u>0</u>	0								
Other	0	0	<u>0</u>	0								
Duty Hours	0	0	<u>0</u>	0								
Evaluation Appraisal	0	0	<u>0</u>	0								
Examination/Test	0	0	<u>0</u>	0								
Harassment												
Non-Sexual	0	0	<u>0</u>	0								
Sexual	0	0	<u>0</u>	0								

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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	33	<u>39</u>	<u>47</u>	<u>68</u>	<u>90</u>	<u>107</u>
Total Complainants	31	38	46	68	89	102
Number complaints pending						
Investigation	0	<u>2</u>	<u>2</u>	<u>0</u>	<u>5</u>	<u>8</u>
ROI issued, pending	0	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>

Complainant's action						
Hearing	10	12	20	26	44	71
Final Agency Action	2	1	2	5	6	2
Appeal with EEOC Office of Federal Operations	0	0				
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	2	1