

**Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:  
DoDEA (and below) For 4th Quarter 2014 for period ending September 30, 2014**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	44	50	58	77	77	93
Number of Complainants	43	50	58	77	76	91
Repeat Filers	1	0	0	0	1	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	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	42	43
Color	5	10	8	8	18	11
Religion	1	5	2	5	3	3
Reprisal	9	25	26	31	41	57
Sex	20	18	21	37	42	38
PDA	0	0	0	1	1	0
National Origin	8	8	13	10	6	11
Equal Pay Act	1	0	0	0	0	0
Age	18	23	16	32	30	43
Disability	6	12	17	19	24	27
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	0	1

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
<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	13	5	5	2	1
Assignment of Duties	2	7	7	10	5	9
Awards	0	0	0	1	0	0
Conversion to Full-time	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	1	0
Reprimand	1	2	3	1	3	7
Suspension	0	2	0	3	1	5
Removal	1	1	1	0	2	2
Other	0	3	5	4	5	3
Duty Hours	0	1	0	1	1	1
Evaluation Appraisal	0	2	6	10	7	8
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	21	23	27	28	41	37
Sexual	1	1	3	3	6	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	0	1	1	2
Promotion/Non-Selection	2	5	3	10	12	14
<b>Reassignment</b>						
Denied	0	0	4	0	3	2

Directed	4	2	5	4	9	6
Reasonable Accommodation	2	1	4	6	7	9
Reinstatement	0	0	0	0	0	2
Retirement	0	2	0	0	0	0
Termination	5	4	13	10	3	4
Terms/Conditions of Employment	5	5	9	10	13	18
Time and Attendance	0	2	2	2	4	5
Training	0	0	2	0	1	2
Other	0	1	0	0	0	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 09-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	215.31	215.82	181.95	198.98	176.45	229.30
Average number of days in final action	76.53	48.06	48.69	46.71	77.10	64.06
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	214.11	215.22	164.24	189.48	183.62	243.47
Average number of days in final action	37.57	22.20	23.60	35.71	42.44	21.25
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	215.94	216.50	211.47	213.00	160.92	182.38
Average number of days in final action	110.62	58.83	60.09	54.40	103.08	98.30



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











Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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
Retirement	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014 Thru 09-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Total complaints from previous Fiscal Years	33	15	23	29	52	69
Total Complainants	31	15	23	29	51	66
<b>Number complaints pending</b>						
Investigation	0	2	2	0	5	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	10	11	17	24	43	61
Final Agency Action	2	1	2	5	5	3
Appeal with EEOC Office of Federal Operations	0	26	32	36	44	53

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014 Thru 09-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	4	3