

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

**DoDEA (and below)
For 4th Quarter 2015 for period ending September 30, 2015**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	50	58	77	77	93	70
Number of Complainants	50	58	77	76	91	69
Repeat Filers	0	0	0	1	2	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	
Race	21	25	29	42	44	42
Color	10	8	8	18	12	13
Religion	5	2	5	3	3	2
Reprisal	25	26	31	41	58	47
Sex	18	21	37	42	39	31
PDA	0	0	1	1	0	1
National Origin	8	13	10	6	11	13
Equal Pay Act	0	0	0	0	0	0
Age	23	16	32	30	44	36
Disability	12	17	19	24	27	20
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	
Appointment/Hire	13	5	5	2	1	6
Assignment of Duties	7	7	10	5	9	8

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	
Awards	0	0	1	0	0	0
Conversion to Full-time	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	2	3	1	3	7	9
Suspension	2	0	3	1	5	5
Removal	1	1	0	2	2	0
Other	3	5	4	5	3	0
Duty Hours	1	0	1	1	1	3
Evaluation Appraisal	2	6	10	7	8	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	23	27	28	41	37	35
Sexual	1	3	3	6	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	1	2	3
Promotion/Non-Selection	5	3	10	12	14	19
Reassignment						
Denied	0	4	0	3	2	4
Directed	2	5	4	9	6	8
Reasonable Accommodation	1	4	6	7	9	6
Reinstatement	0	0	0	0	2	0
Retirement	2	0	0	0	0	0
Termination	4	13	10	3	4	4
Terms/Conditions of Employment	5	9	10	13	19	3
Time and Attendance	2	2	2	4	5	4
Training	0	2	0	1	2	2
Other	1	0	0	0	2	1

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	215.82	181.95	198.98	176.45	229.99	220.70
Average number of days in final action	47.35	48.69	46.71	77.10	64.06	70.17
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.22	164.24	189.48	183.62	243.47	228.19
Average number of days in final action	22.20	23.60	35.71	42.44	21.25	46.29
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	216.50	211.47	213.00	160.92	182.33	198.21
Average number of days in final action	57.83	60.09	54.40	103.08	98.30	85.36

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	13	11	10	13	10	7
Average days pending prior to dismissal	49.69	88.18	53.6	32.46	78	41
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	4	4	7	9	7

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		1		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	1	100	2	100

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 09-30	
	2010		2011		2012		2013		2014			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		2	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	1	100	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	2	100
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	1	100	0	0	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
Findings After Hearing	1		0		0		0		0		2	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	1	100	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	2	100
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	1	100	0	0	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Evaluation 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	1	100	0	0	0	0	0	0	0	0	0	0
Directed	1	100	0	0	0	0	0	0	0	0	2	100
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
Findings After Hearing	1		0		0		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015 Thru 09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Other - User Defined	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					2015 Thru 09-30	
	2010	2011	2012	2013	2014		
Total complaints from previous Fiscal Years	15	23	29	52	69	99	
Total Complainants	15	23	29	51	66	95	
Number complaints pending							
Investigation	2	2	0	5	3	2	
ROI issued, pending Complainant's action	0	0	0	0	0	0	
Hearing	11	17	24	43	61	93	
Final Agency Action	1	2	5	5	3	7	
Appeal with EEOC Office of Federal Operations	6	10	7	16	19	26	

Complaint Investigations	Comparative Data						
	Previous Fiscal Year Data					2015 Thru 09-30	
	2010	2011	2012	2013	2014		
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	4	4	3	