

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

**DoDEA (and below)**

**For 4th Quarter 2017 for period ending September 30, 2017**

| Complaint Activity   | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2017Thru09-30 |
|  | 2012                      | 2013 | 2014 | 2015 | 2016 |               |
| Number of Complaints Filed   | 77                        | 77   | 93   | 70   | 80   | 83            |
| Number of Complainants   | 77                        | 76   | 91   | 69   | 79   | 82            |
| Repeat Filers  | 0                         | 1    | 2    | 1    | 1    | 1             |
| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|  | Previous Fiscal Year Data |      |      |      |      | 2017Thru09-30 |
|  | 2012                      | 2013 | 2014 | 2015 | 2016 |               |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |               |
| Race   | 29                        | 42   | 44   | 42   | 38   | 34            |
| Color  | 8                         | 18   | 12   | 13   | 16   | 16            |
| Religion   | 5                         | 3    | 3    | 2    | 1    | 1             |
| Reprisal   | 31                        | 41   | 58   | 47   | 51   | 43            |
| Sex  | 37                        | 42   | 39   | 31   | 35   | 41            |
| PDA  | 1                         | 1    | 0    | 1    | 0    | 0             |
| National Origin  | 10                        | 6    | 11   | 13   | 10   | 12            |
| Equal Pay Act  | 0                         | 0    | 0    | 0    | 0    | 0             |
| Age  | 32                        | 30   | 44   | 36   | 29   | 39            |
| Disability   | 19                        | 24   | 27   | 20   | 19   | 26            |
| Genetics   | 0                         | 0    | 0    | 0    | 0    | 0             |
| Non-EEO  | 0                         | 0    | 1    | 0    | 1    | 0             |

| Complaints by Issue  | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2017Thru09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2012                      | 2013 | 2014 | 2015 | 2016 |               |
| Appointment/Hire   | 5                         | 2    | 1    | 6    | 3    | 5             |
| Assignment of Duties   | 10                        | 5    | 9    | 8    | 8    | 14            |
| Awards   | 1                         | 0    | 0    | 0    | 1    | 0             |
| Conversion to Full Time/Perm Status  | 0                         | 1    | 0    | 0    | 1    | 0             |
| <b>Disciplinary Action</b>   |                           |      |      |      |      |               |
| Demotion   | 0                         | 1    | 0    | 0    | 2    | 0             |
| Reprimand  | 1                         | 3    | 7    | 9    | 9    | 5             |
| Suspension   | 3                         | 1    | 5    | 5    | 6    | 2             |
| Removal  | 0                         | 2    | 2    | 0    | 3    | 4             |
| Other  | 0                         | 0    | 0    | 0    | 6    | 1             |
| Duty Hours   | 1                         | 1    | 1    | 3    | 1    | 0             |
| Perf. Eval./ Appraisal   | 10                        | 7    | 8    | 5    | 10   | 6             |
| Examination/Test   | 0                         | 0    | 0    | 0    | 0    | 0             |
| <b>Harassment</b>  |                           |      |      |      |      |               |
| Non-Sexual   | 28                        | 41   | 37   | 35   | 36   | 49            |
| Sexual   | 3                         | 6    | 1    | 1    | 3    | 1             |
| Medical Examination  | 0                         | 0    | 0    | 0    | 0    | 0             |
| Pay including overtime   | 1                         | 1    | 2    | 3    | 6    | 3             |
| Promotion/Non-Selection  | 10                        | 12   | 14   | 19   | 17   | 14            |
| <b>Reassignment</b>  |                           |      |      |      |      |               |
| Denied   | 0                         | 3    | 2    | 4    | 4    | 3             |
| Directed   | 4                         | 9    | 6    | 8    | 2    | 6             |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Reasonable Accommodation Disability                              | 6                                | 7           | 9           | 6           | 8           | 13                   |
| Reinstatement  | 0                                | 0           | 2           | 0           | 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  | 10                               | 3           | 4           | 4           | 1           | 3                    |
| Terms/Conditions of Employment                                   | 10                               | 13          | 19          | 3           | 15          | 7                    |
| Time and Attendance  | 2                                | 4           | 5           | 4           | 9           | 4                    |
| Training   | 0                                | 1           | 2           | 2           | 3           | 2                    |
| <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                    |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2017Thru09-30</b> |
|  | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |                      |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 198.98                           | 176.45      | 229.99      | 220.78      | 200.43      | 224.78               |
| Average number of days in final action                           | 46.71                            | 77.10       | 64.06       | 70.17       | 64.59       | 101.62               |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 189.48                           | 183.62      | 243.47      | 228.17      | 199.77      | 242.45               |

|  |        |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|--------|
| Average number of days in final action                               | 35.71  | 42.44  | 21.25  | 46.29  | 59.37  | 91.77  |
| Complaint pending during fiscal year where hearing was not requested |        |        |        |        |        |        |
| Average number of days in investigation                              | 213.00 | 160.92 | 182.33 | 198.21 | 202.53 | 199.19 |
| Average number of days in final action                               | 54.40  | 103.08 | 98.30  | 85.36  | 80.67  | 109.89 |

| Complaints Dismissed by Agency          | Comparative Data          |  |       |  |      |  |      |  |       |  |               |
|---|---------------------------|--|-------|--|------|--|------|--|-------|--|---------------|
|   | Previous Fiscal Year Data |  |       |  |      |  |      |  |       |  | 2017Thru09-30 |
|   | 2012                      |  | 2013  |  | 2014 |  | 2015 |  | 2016  |  |               |
| Total Complaints Dismissed by Agency    | 10                        |  | 13    |  | 10   |  | 7    |  | 9     |  | 13            |
| Average days pending prior to dismissal | 53.6                      |  | 32.46 |  | 78   |  | 41   |  | 44.89 |  | 53.77         |

| Complaints Withdrawn by Complainants       |   |  |   |  |   |  |   |  |   |  |   |
|--|---|--|---|--|---|--|---|--|---|--|---|
| Total Complaints Withdrawn by Complainants | 4 |  | 7 |  | 9 |  | 7 |  | 8 |  | 6 |

| Total Final Agency Actions Finding Discrimination | Comparative Data          |   |      |   |      |     |      |     |      |     |               |    |
|---|---------------------------|---|------|---|------|-----|------|-----|------|-----|---------------|----|
|   | Previous Fiscal Year Data |   |      |   |      |     |      |     |      |     | 2017Thru09-30 |    |
|   | 2012                      |   | 2013 |   | 2014 |     | 2015 |     | 2016 |     |               |    |
|   | #                         | % | #    | % | #    | %   | #    | %   | #    | %   | #             | %  |
| Total Number Findings                             | 0                         |   | 0    |   | 1    |     | 2    |     | 1    |     | 3             |    |
| Without Hearing                                   | 0                         | 0 | 0    | 0 | 0    | 0   | 0    | 0   | 0    | 0   | 2             | 67 |
| With Hearing                                      | 0                         | 0 | 0    | 0 | 1    | 100 | 2    | 100 | 1    | 100 | 1             | 33 |

| Findings of Discrimination Rendered by Basis | Comparative Data          |  |      |  |      |  |      |  |      |  |               |
|--|---------------------------|--|------|--|------|--|------|--|------|--|---------------|
|  | Previous Fiscal Year Data |  |      |  |      |  |      |  |      |  | 2017Thru09-30 |
|  | 2012                      |  | 2013 |  | 2014 |  | 2015 |  | 2016 |  |               |
| <i>Note: Complaints can be filed</i>         |                           |  |      |  |      |  |      |  |      |  |               |







|                                     |   |   |   |   |   |   |   |   |   |     |   |     |
|-------------------------------------|---|---|---|---|---|---|---|---|---|-----|---|-----|
| 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   |
|                                     |   |   |   |   |   |   |   |   |   |     |   |     |
| <b>Findings After Hearing</b>       | 0 |   | 0 |   | 0 |   | 2 |   | 1 |     | 1 |     |
| 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/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   |
| Disciplinary Action                 |   |   |   |   |   |   |   |   |   |     |   |     |
| Demotion                            | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0   |
| 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   | 1 | 100 |
| 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 | 1 | 100 | 0 | 0   |
| Reassignment                        |   |   |   |   |   |   |   |   |   |     |   |     |



|                                     |   |   |   |   |   |   |   |   |   |   |   |    |
|-------------------------------------|---|---|---|---|---|---|---|---|---|---|---|----|
| 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 | 1 | 50 |
| 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 | 0 | 0 | 0 | 0  |
| Reasonable Accommodation Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 |
| 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 |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |     | <b>2017Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |     |                      |   |   |   |   |   |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |     |                      |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 29                               | 52          | 69          | 98          | 113         | 122 |                      |   |   |   |   |   |
| Total Complainants  | 29                               | 51          | 66          | 94          | 112         | 119 |                      |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |     |                      |   |   |   |   |   |
| Investigation   | 0                                | 5           | 3           | 2           | 3           | 4   |                      |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 0                                | 0           | 0           | 0           | 0           | 0   |                      |   |   |   |   |   |
| Hearing   | 24                               | 43          | 61          | 93          | 101         | 115 |                      |   |   |   |   |   |
| Final Agency Action   | 5                                | 5           | 3           | 5           | 11          | 6   |                      |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 7                                | 16          | 19          | 25          | 75          | 91  |                      |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |     | <b>2017Thru09-30</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |     |                      |   |   |   |   |   |
|   | <b>2012</b>                      | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> |     |                      |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0                                | 4           | 4           | 3           | 4           | 3   |                      |   |   |   |   |   |