

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

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	77	93	70	80	83	73
Number of Complainants	76	91	69	79	82	70
Repeat Filers	1	2	1	1	1	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Race	42	44	42	38	34	26
Color	18	12	13	16	16	15
Religion	3	3	2	1	1	6
Reprisal	41	58	47	51	43	37
Sex	42	39	31	35	41	30
PDA	1	0	1	0	0	0
National Origin	6	11	13	10	12	11
Equal Pay Act	0	0	0	0	0	0
Age	30	44	36	29	39	34
Disability	24	27	20	19	26	34
Genetics	0	0	0	0	0	2

Non-EEO	0	1	0	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	2	1	6	3	5	7
Assignment of Duties	5	9	8	8	14	7
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status	1	0	0	1	0	0
Disciplinary Action						
Demotion	1	0	0	2	0	1
Reprimand	3	7	9	9	5	6
Suspension	1	5	5	6	2	0
Removal	2	2	0	3	4	1
Other	0	0	0	6	1	2
Duty Hours	1	1	3	1	0	0
Perf. Eval./ Appraisal	7	8	5	10	6	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	41	37	35	36	49	40
Sexual	6	1	1	3	1	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	2	3	6	3	1
Promotion/Non-Selection	12	14	19	17	14	11
Reassignment						

Denied	3	2	4	4	4	1
Directed	9	6	8	2	6	3
Reasonable Accommodation Disability	7	9	6	8	13	11
Reinstatement	0	2	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	3	4	4	1	3	9
Terms/Conditions of Employment	13	19	3	15	7	3
Time and Attendance	4	5	4	9	4	4
Training	1	2	2	3	2	1
Other						
User Defined - PIP	0	0	0	0	0	1
User Defined - Other 2	0	0	0	0	0	1
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					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	176.45	229.99	220.78	200.43	224.78	203.15
Average number of days in final action	77.10	64.06	70.17	64.59	101.62	53.28
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	183.62	243.47	228.17	199.77	242.45	200.46						
Average number of days in final action	42.44	21.25	46.29	59.37	91.77	47.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	160.92	182.33	198.21	202.53	199.19	170.32						
Average number of days in final action	103.08	98.30	85.36	80.67	109.89	74.50						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013	2014	2015	2016	2017							
Total Complaints Dismissed by Agency	13	10	7	9	13						13	
Average days pending prior to dismissal	32.46	78	41	44.89	53.77						51.92	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	7	9	7	8	6						6	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013	2014	2015	2016	2017							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		2		1		3		2	
Without Hearing	0	0	0	0	0	0	0	0	2	67	1	50
With Hearing	0	0	1	100	2	100	1	100	1	33	1	50

National Origin	0	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	100	1	100	0	0	0
Disability	0	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	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		2		1		
Race	0	0	0	0	0	0	0	0	1	50	0	0	0
Color	0	0	0	0	0	0	0	0	1	50	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100	0
PDA	0	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	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	100	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0	0
Genetics	0	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	0
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2018Thru09-30		
	2013		2014		2015		2016		2017				
	#	%	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	0		0		2		1		3		2		

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	52	69	98	113	121	117
Total Complainants	51	66	94	112	118	113
Number complaints pending						
Investigation	5	3	2	3	4	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	43	61	93	101	114	94
Final Agency Action	5	3	5	11	6	23
Appeal with EEOC Office of Federal Operations	16	19	25	75	91	117
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	4	4	3	4	3	1