

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

DoDEA (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	93	70	80	83	73	77
Number of Complainants	91	69	79	82	70	75
Repeat Filers	2	1	1	1	3	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	44	42	38	34	26	35
Color	12	13	16	16	15	21
Religion	3	2	1	1	6	4
Reprisal	58	47	51	43	37	41
Sex	39	31	35	41	30	29
PDA	0	1	0	0	0	1
National Origin	11	13	10	12	11	4

Equal Pay Act	0	0	0	0	0	0
Age	44	36	29	39	33	17
Disability	27	20	19	26	34	31
Genetics	0	0	0	0	2	0
Non-EEO	1	0	1	0	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	1	6	3	5	7	4
Assignment of Duties	9	8	8	14	7	2
Awards	0	0	1	0	0	1
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	0	2	0	1	0
Reprimand	7	9	9	5	6	6
Suspension	5	5	6	2	0	6
Removal	2	0	3	4	1	4
Other	0	0	6	1	2	0
Duty Hours	1	3	1	0	0	0
Perf. Eval./ Appraisal	8	5	10	6	4	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	37	35	36	49	40	32
Sexual	1	1	3	1	2	2
Medical Examination	0	0	0	0	0	1
Pay including overtime	2	3	6	3	1	2

Promotion/Non-Selection	14	19	17	14	11	6
Reassignment						
Denied	2	4	4	4	1	1
Directed	6	8	2	6	3	4
Reasonable Accommodation Disability	9	6	8	13	11	12
Reinstatement	2	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	4	4	1	3	9	13
Terms/Conditions of Employment	19	3	15	7	3	8
Time and Attendance	5	4	9	4	5	8
Training	2	2	3	2	1	3
Other						
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	229.99	220.78	200.43	224.78	204.02	218.15
Average number of days in final action	64.06	70.17	64.59	101.62	52.34	96.14
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	243.47	228.17	199.77	242.45	221.95	219.60						
Average number of days in final action	21.25	46.29	59.37	91.77	46.48	57.55						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	182.33	198.21	202.53	199.19	174.65	226.64						
Average number of days in final action	98.30	85.36	80.67	109.89	74.50	319.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	10	7	9	13	13						15	
Average days pending prior to dismissal	78	41	44.89	53.77	51.92						42.67	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	9	7	8	6	6						5	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014	2015	2016	2017	2018							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		3		3		1	
Without Hearing	0	0	0	0	0	0	2	67	1	33	1	100
With Hearing	1	100	2	100	1	100	1	33	2	67	0	0

Age	0	0	0	0	1	100	1	100	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 Without Hearing	0		0		0		2		1		1	
Race	0	0	0	0	0	0	1	50	0	0	1	100
Color	0	0	0	0	0	0	1	50	0	0	0	0
Religion	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
Sex	0	0	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	1	50	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										2019Thru09-30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		3		3		1	
Appointment/Hire	0	0	0	0	0	0	1	33	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												

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	69	98	113	121	109							109
Total Complainants	66	94	112	118	105							102
Number complaints pending												
Investigation	3	2	3	4	1							2
ROI issued, pending Complainant's action	0	0	0	0	0							0
Hearing	61	93	101	114	87							61
Final Agency Action	3	5	11	6	19							41
Appeal with EEOC Office of Federal Operations	19	25	75	91	131							149
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2019Thru09-30	
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	4	3	0							5