

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

DoDEA (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	70	80	83	73	77	18
Number of Complainants	69	79	82	70	75	18
Repeat Filers	1	1	1	3	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	42	38	34	26	35	10
Color	13	16	16	15	21	5
Religion	2	1	1	6	4	1
Reprisal	47	51	43	37	41	11
Sex	31	35	41	30	29	8
PDA	1	0	0	0	1	0
National Origin	13	10	12	11	4	2

Equal Pay Act	0	0	0	0	0	0
Age	36	29	39	33	17	5
Disability	20	19	26	34	31	4
Genetics	0	0	0	2	0	0
Non-EEO	0	1	0	0	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	6	3	5	7	4	0
Assignment of Duties	8	8	14	7	2	4
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	2	0	1	0	0
Reprimand	9	9	5	6	6	2
Suspension	5	6	2	0	6	1
Removal	0	3	4	1	4	2
Other	0	6	1	2	0	0
Duty Hours	3	1	0	0	0	0
Perf. Eval./ Appraisal	5	10	6	4	4	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	35	36	49	40	32	11
Sexual	1	3	1	2	2	0
Medical Examination	0	0	0	0	1	0
Pay including overtime	3	6	3	1	2	0

Promotion/Non-Selection	19	17	14	11	6	3
Reassignment						
Denied	4	4	4	1	1	0
Directed	8	2	6	3	4	1
Reasonable Accommodation Disability	6	8	13	11	12	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	4	1	3	9	13	1
Terms/Conditions of Employment	3	15	7	3	8	2
Time and Attendance	4	9	4	5	8	2
Training	2	3	2	1	3	1
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					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	220.78	200.43	224.78	204.02	218.15	244.94
Average number of days in final action	70.17	64.59	101.62	52.34	96.14	200.41
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	228.17	199.77	242.45	221.95	219.60	222.57						
Average number of days in final action	46.29	59.37	91.77	46.48	57.55	181.71						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	198.21	202.53	199.19	174.65	226.64	260.80						
Average number of days in final action	85.36	80.67	109.89	74.50	319.00	263.25						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	7	9	13	13	15						8	
Average days pending prior to dismissal	41	44.89	53.77	51.92	42.67						60.13	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	7	8	6	6	5						2	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015	2016	2017	2018	2019							
		#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	2		1		3		3		1		2	
Without Hearing	0	0	0	0	2	67	1	33	1	100	0	0
With Hearing	2	100	1	100	1	33	2	67	0	0	2	100

Age	0	0	1	100	1	100	0	0	0	0	2	100
Disability	0	0	0	0	0	0	0	0	0	0	2	100
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		2		1		1		0	
Race	0	0	0	0	1	50	0	0	1	100	0	0
Color	0	0	0	0	1	50	0	0	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	1	100	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	0	0	0	0	1	100	0	0	0	0
Disability	0	0	0	0	1	50	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										2020Thru12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		3		3		1		2	
Appointment/Hire	0	0	0	0	1	33	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												

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										2020Thru12-31	
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	98	113	121	109	109							138
Total Complainants	94	112	118	105	102							130
Number complaints pending												
Investigation	2	3	4	1	2							24
ROI issued, pending Complainant's action	0	0	0	0	0							5
Hearing	93	101	114	87	61							76
Final Agency Action	5	11	6	19	41							29
Appeal with EEOC Office of Federal Operations	25	75	91	131	149							165
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2020Thru12-31	
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	3	0	5							5