

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

## DoDEA (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	70	80	83	73	77	38
Number of Complainants	69	79	82	70	75	38
Repeat Filers	1	1	1	3	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru03-31
	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	19
Color	13	16	16	15	21	12
Religion	2	1	1	6	4	2
Reprisal	47	51	43	37	41	24
Sex	31	35	41	30	29	19
PDA	1	0	0	0	1	0
National Origin	13	10	12	11	4	3
Equal Pay Act	0	0	0	0	0	0

Age	36	29	39	33	17	14
Disability	20	19	26	34	31	14
Genetics	0	0	0	2	0	0
Non-EEO	0	1	0	0	1	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	6	3	5	7	4	1
Assignment of Duties	8	8	14	7	2	9
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	2	0	1	0	0
Reprimand	9	9	5	6	6	6
Suspension	5	6	2	0	6	3
Removal	0	3	4	1	4	2
Other	0	6	1	2	0	1
Duty Hours	3	1	0	0	0	0
Perf. Eval./ Appraisal	5	10	6	4	4	5
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	35	36	49	40	32	30
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
<b>Reassignment</b>						
Denied	4	4	4	1	1	0

Directed	8	2	6	3	4	4
Reasonable Accommodation Disability	6	8	13	11	12	4
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	2
Terms/Conditions of Employment	3	15	7	3	8	8
Time and Attendance	4	9	4	5	8	5
Training	2	3	2	1	3	1
<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>2020Thru03-31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	220.78	200.43	224.78	204.02	218.15	243.11
Average number of days in final action	70.17	64.59	101.62	52.34	96.14	221.56
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	253.10
Average number of days in final action	46.29	59.37	91.77	46.48	57.55	215.10
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	224.00

Average number of days in final action	85.36	80.67	109.89	74.50	319.00	258.67						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total Complaints Dismissed by Agency	7	9	13	13	15	10						
Average days pending prior to dismissal	41	44.89	53.77	51.92	42.67	100.5						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	7	8	6	6	5	3						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	2		1		3		3		1		1	
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	1	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03-31</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	2		1		3		3		1		1	
Race	0	0	0	0	2	67	1	33	1	100	0	0
Color	0	0	0	0	1	33	1	33	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	1	33	2	67	0	0	1	100
Sex	0	0	1	100	0	0	1	33	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru03-31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		1		3		3		1		0	
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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	1	100	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
<b>Harassment</b>												
Non-Sexual	0	0	0	0	1	33	3	100	1	100	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	1	33	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	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
<b>Other - User Define</b>												
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>2020Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	98	113	121	109	109	116						
Total Complainants	94	112	118	105	102	109						
<b>Number complaints pending</b>												
Investigation	2	3	4	1	2	6						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	93	101	114	87	61	77						
Final Agency Action	5	11	6	19	41	30						
Appeal with EEOC Office of Federal Operations	25	75	91	131	149	25						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2020Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	3	0	5	1						