

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

## DoDEA (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	70	80	83	73	77	62
Number of Complainants	69	79	82	70	75	58
Repeat Filers	1	1	1	3	2	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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	30
Color	13	16	16	15	21	20
Religion	2	1	1	6	4	3
Reprisal	47	51	43	37	41	35
Sex	31	35	41	30	29	23
PDA	1	0	0	0	1	0

National Origin	13	10	12	11	4	6
Equal Pay Act	0	0	0	0	0	0
Age	36	29	39	33	17	20
Disability	20	19	26	34	31	24
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>2020Thru09-30</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	10
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	8
Suspension	5	6	2	0	6	5
Removal	0	3	4	1	4	3
Other	0	6	1	2	0	1
Duty Hours	3	1	0	0	0	0
Perf. Eval./ Appraisal	5	10	6	4	4	8
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	35	36	49	40	32	44

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	5
<b>Reassignment</b>						
Denied	4	4	4	1	1	0
Directed	8	2	6	3	4	6
Reasonable Accommodation Disability	6	8	13	11	12	6
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	6
Terms/Conditions of Employment	3	15	7	3	8	9
Time and Attendance	4	9	4	5	8	8
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	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	203.66
Average number of days in final action	70.17	64.59	101.62	52.34	96.14	176.78
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	207.06
Average number of days in final action	46.29	59.37	91.77	46.48	57.55	186.65
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	199.17
Average number of days in final action	85.36	80.67	109.89	74.50	319.00	174.91
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	7	9	13	13	15	17
Average days pending prior to dismissal	41	44.89	53.77	51.92	42.67	64
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	7	8	6	6	5	4



<b>Findings After Hearing</b>	2		1		1		2		0		4	
Race	0	0	0	0	1	100	1	50	0	0	2	50
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	2	100	0	0	1	100	2	100	0	0	4	100
Sex	0	0	1	100	0	0	0	0	0	0	2	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	1	100	0	0	0	0	3	75
Disability	0	0	0	0	0	0	0	0	0	0	3	75
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 Without Hearing</b>	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













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>Previous Fiscal Year Data</b>					<b>2020Thru09-30</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	70						
Total Complainants	94	112	118	105	102	66						
<b>Number complaints pending</b>												
Investigation	2	3	4	1	2	2						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	93	101	114	87	61	53						
Final Agency Action	5	11	6	19	41	14						
Appeal with EEOC Office of Federal Operations	25	75	91	131	149	30						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	3	0	5	0