

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

REPORTING PERIOD: FY 2013

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	132	130
C.1. COUNSELED WITHIN 30 DAYS	76	76
C.2. COUNSELED WITHIN 31 TO 90 DAYS	56	54
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	23	22
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	33	33
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
C.3. COUNSELED BEYOND 90 DAYS	0	0
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	16	16
D.2. INITIATED DURING THE REPORTING PERIOD	133	131
D.3. COMPLETED/ENDED COUNSELINGS	132	130
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	7	7
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	47	47
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	75	74
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	17	17

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FROTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00
E.7.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	3	3
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	1	1
F.5. REMOVALS RESCINDED	2	2
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	2	2
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12.	0	0
F.13.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FROTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	4	4
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	1	1
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	1	1
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	0	0
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	2	2
H.11. LEAVE RESTORED	0	0
H.12.	0	0
H.13.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	3	3

PART II - FORMAL COMPLAINT ACTIVITIES

89	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
77	B. COMPLAINTS FILED
5	C. REMANDS (sum of lines C1+C2+C3)
3	C.1. REMANDS (NOT INCLUDED IN A OR B)
2	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
169	D. TOTAL COMPLAINTS
167	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
62	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
2	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
109	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
76	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
1	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	16,038			
A.1.b. PERMANENT EMPLOYEES	10,633			
A.2. COUNSELOR	3		1	
A.2.a. FULL-TIME	3	100	0	0
A.2.b. PART-TIME	0	0	1	100
A.2.c. COLLATERAL DUTY	0	0	0	0
A.3. INVESTIGATOR	8		6	
A.3.a. FULL-TIME	8	100	6	100
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	11		7	
A.4.a. FULL-TIME	3	27.27	0	0
A.4.b. PART-TIME	8	72.73	7	100
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF - TOTAL	3	1	8	6	11	7
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	3	1	8	6	11	7
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Alina Doreste-Johnson	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES X	NO
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	PERSON	
	TITLE		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	PERSON	
	TITLE	Chief, Diversity Management and Equal Opportunity Office	
4.	WHO DOES THAT PERSON REPORT TO?	PERSON	
	TITLE	Acting Director, DoDEA	

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	1	1	0	0	0	2	9	3	3
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0	1	0	3	9	5	5
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	1	0	0	2	1	1
E. DISCIPLINARY ACTION	0	0	0	7	1	0	1	1	9	35	14	14
E.1. DEMOTION	0	0	0	1	0	0	0	0	1	3	1	1
E.2. REPRIMAND	0	0	0	2	1	0	0	0	4	13	4	4
E.3. SUSPENSION	0	0	0	0	0	0	0	0	2	2	2	2
E.4. REMOVAL	0	0	0	2	0	0	0	1	0	7	2	2
E.5. LETTER OF CAUTION/WARNING	0	0	0	2	0	0	1	0	2	10	5	5
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	0	0	1	0	0	3	1	1
G. EVALUATION/APPRaisal	0	0	0	4	0	0	3	0	6	21	9	9
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	18	3	0	9	1	23	118	49	49
I.1. NON-SEXUAL	0	2	0	18	3	0	9	1	22	111	43	43
I.2. SEXUAL									1	7	6	6
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	2	0	0	1	0	1	6	2	2
L. PROMOTION/NON-SELECTION	0	0	0	8	1	0	4	1	3	32	12	12
M. REASSIGNMENT	0	0	0	7	0	0	4	1	4	30	12	12
M.1. DENIED	0	0	0	1	0	0	0	0	1	6	3	3
M.2. DIRECTED	0	0	0	6	0	0	4	1	3	24	9	9
N. REASONABLE ACCOMMODATION								0	2	9	8	8
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	1	0	0	1	1	2	13	4	4
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	5	3	0	3	0	9	37	11	10
S. TIME AND ATTENDANCE	0	0	0	2	1	0	0	0	4	17	6	6
T. TRAINING	0	0	0	1	0	0	1	0	0	3	1	1
U. OTHER	0	0	0	0	0	0	0	0	0	0	0	0
U.1.	0	0	0	0	0	0	0	0	0	0	0	0
U.2.	0	0	0	0	0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	3	0	57	10	0	30	5	68			
TOTAL ALL COMPLAINTS FILED BY BASES	0	3	0	34	6	0	17	3	40			
TOTAL ALL COMPLAINANTS BY BASES	0	3	0	33	6	0	17	3	39			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA				
	MALE	FEMALE		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE	1	1	0	0	0		1	0	2	0	9	3	3		
B. ASSIGNMENT OF DUTIES	0	1	0	1	0		1	0	1	0	9	5	5		
C. AWARDS	0	0	0	0	0		0	0	0	0	0	0	0		
D. CONVERSION TO FULL TIME	0	0	0	1	0		0	0	0	0	2	1	1		
E. DISCIPLINARY ACTION	4	5	0	1	0		3	1	2	0	35	14	14		
E.1. DEMOTION	0	1	0	0	0		0	0	0	0	3	1	1		
E.2. REPRIMAND	1	2	0	0	0		2	1	0	0	13	4	4		
E.3. SUSPENSION	0	0	0	0	0		0	0	0	0	2	2	2		
E.4. REMOVAL	1	1	0	0	0		1	0	1	0	7	2	2		
E.5. LETTER OF WARNING/CAUTION	2	1	0	1	0		0	0	1	0	10	5	5		
E.6.	0	0	0	0	0		0	0	0	0	0	0	0		
E.7.	0	0	0	0	0		0	0	0	0	0	0	0		
F. DUTY HOURS	0	1	0	0	0		0	0	0	0	3	1	1		
G. EVALUATION/APPRaisal	2	1	0	0	1		2	1	1	0	21	9	9		
H. EXAMINATION/TEST	0	0	0	0	0		0	0	0	0	0	0	0		
I. HARASSMENT	10	19	0	0	3		17	4	9	0	118	49	49		
I.1. NON-SEXUAL	8	15	0	0	3		17	4	9	0	111	43	43		
I.2. SEXUAL	2	4	0								7	6	6		
J. MEDICAL EXAMINATION	0	0	0	0	0		0	0	0	0	0	0	0		
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	0	0	0	0	6	2	2		
L. PROMOTION/NON-SELECTION	3	5	0	0	0		6	0	1	0	32	12	12		
M. REASSIGNMENT	2	4	0	0	1		4	1	2	0	30	12	12		
M.1. DENIED	0	2	0	0	0		0	1	1	0	6	3	3		
M.2. DIRECTED	2	2	0	0	1		4	0	1	0	24	9	9		
N. REASONABLE ACCOMMODATION								1	6	0	9	8	8		
O. REINSTATEMENT	0	0	0	0	0		0	0	0	0	0	0	0		
P. RETIREMENT	0	0	0	0	0		0	0	0	0	0	0	0		
Q. TERMINATION	2	1	0	0	1		2	1	1	0	13	4	4		
R. TERMS/CONDITIONS OF EMPLOYMENT	2	5	0	0	0		5	2	3	0	37	11	10		
S. TIME AND ATTENDANCE	1	4	0	0	0		3	0	2	0	17	6	6		
T. TRAINING	0	1	0	0	0		0	0	0	0	3	1	1		
U. OTHER	0	0	0	0	0		0	0	0	0	0	0	0		
U.1.	0	0	0	0	0		0	0	0	0	0	0	0		
U.2.	0	0	0	0	0		0	0	0	0	0	0	0		
U.3.	0	0	0	0	0		0	0	0	0	0	0	0		
U.4.	0	0	0	0	0		0	0	0	0	0	0	0		
U.5.	0	0	0	0	0		0	0	0	0	0	0	0		
TOTAL ALL ISSUES BY BASES	27	49	0	3	6	0	45	11	30	0					
TOTAL ALL COMPLAINTS FILED BY BASES	15	27	0	1	4	0	29	7	19	0					
TOTAL ALL COMPLAINANTS BY BASES	15	26	0	1	4	0	29	7	19	0					

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PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	4	2	0	0	2	0	1	4	0	0	2	0	0	0	0	1	0
1.1a. Number of Counselings Settled	0	0	0	3	2	0	0	1	0	1	3	0	0	1	0	0	0	0	1	0
1.1b. Number of Counselees Settled With	0	0	0	3	2	0	0	1	0	1	3	0	0	1	0	0	0	0	1	0
2. Complaint Settlement Allegations	0	0	0	21	3	0	6	1	27	3	21	0	4	0	0	0	10	14	10	0
2.2a. Number of Complaints Settled	0	0	0	7	3	0	3	1	11	3	6	0	1	0	0	0	6	4	5	0
2.2b. Number of Complainants Settled With	0	0	0	7	3	0	3	1	11	3	6	0	1	0	0	0	6	4	5	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	25	5	0	6	3	27	4	25	0	4	2	0	0	10	14	11	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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PART IVB - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS

FINDINGS / ALLEGATIONS IN:	APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION				DUTY HOURS	EVAL / APPRAISAL	EXAM / TEST	HARRASSMENT		MEDICAL EXAM	PAY / OVERTIME	PROMOTION NON-SELECTION	REASSIGNMENT		REASONABLE ACCOMMODAT	REIN-STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER
					DEMOTION	REPRIMAND	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DENIED	DIRECTED								
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	0	1	0	0	4	1	0	0	0	0	0	0	0	0	2	0	0	0	0
1.1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	1	0	0	4	1	0	0	0	0	0	0	0	0	2	0	0	0	0
1.1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	1	0	0	4	1	0	0	0	0	0	0	0	0	2	0	0	0	0
2. Complaint Settlement Allegations	3	4	0	0	0	0	0	0	1	4	0	11	0	0	0	4	2	2	1	0	0	1	8	3	3	0
2.2a. Number of Complaints Settled	3	3	0	0	0	0	0	0	1	4	0	11	0	0	0	4	2	2	1	0	0	1	7	2	3	0
2.2b. Number of Complainants Settled With	3	3	0	0	0	0	0	0	1	4	0	11	0	0	0	4	2	2	1	0	0	1	7	2	3	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	3	4	0	0	0	0	0	0	2	4	0	15	1	0	0	4	2	2	1	0	0	3	8	3	3	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

REPORTING PERIOD: FY 2013

PART V - SUMMARY OF CLOSURES BY STATUTE

51	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
23	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
19	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
93	B. TOTAL BY STATUTES. THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	62	21030	339.19
A.1. WITHDRAWALS	7	1864	266.29
A.1.a. NON-ADR WITHDRAWALS	7	1864	266.29
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	19	7435	391.32
A.2.a. NON-ADR SETTLEMENTS	19	7435	391.32
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	36	11731	325.86
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	27	5202	192.67
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	12	4720	393.33
B.3. DISMISSAL OF COMPLAINTS	15	482	32.13
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	9	6529	725.44
C.1. AJ DECISION FULLY IMPLEMENTED	9	6529	725.44
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	9	6529	725.44
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	12	1407	117.25
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	10	1107	110.70
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	2	117	58.50
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	8	990	123.75
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	2	300	150.00
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	2	300	150.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	19	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	12	\$366,370.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	6	\$202,500.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	7	\$163,870.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	14	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	1	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	3	0
F.4. REASSIGNMENTS	1	2
F.5. REMOVALS RESCINDED	3	0
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	2	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	2	3
F.11. LEAVE RESTORED	1	1
F.12. TOUR EXTENDED	1	0
F.13. AGENCY NOT CONTEST OWCP CLAIM	1	0
F.14.	0	0

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

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REPORTING PERIOD: FY 2013

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	109	37602			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	12	12	12	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	11	259	23.55	70	
A.2. COMPLAINTS PENDING IN INVESTIGATION	36	5326	147.94	148	
A.3. COMPLAINTS PENDING IN HEARINGS	50	28900	578	1510	570-2009-00534X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	11	3105	282.27	710	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	40	6950	173.75
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	8	2002	250.25
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	1	132	132.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	7	1870	267.14
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	2	450	225.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	5	1420	284.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$37,079.00		\$4,634.88
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	32	4948	154.63
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	24	3239	134.96
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	8	1709	213.63
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	6	1234	205.67
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	2	475	237.50
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$102,018.00		\$3,188.06

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

REPORTING PERIOD: FY 2013

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	68	66		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	31	30		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	37	37		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	16	16		
C.2. ANOTHER FEDERAL AGENCY	8	8		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
D.1. MEDIATION	24	24	667	27.79
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
E.1. TOTAL CLOSED	37	37	1074	29.03
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	4	4	98	24.50
E.1.b. NO FORMAL COMPLAINT FILED	16	16	458	28.63
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	10	10	269	26.90
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	6	6	220	36.67
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1	29	29.00

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AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

REPORTING PERIOD: FY 2013

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	3	3		
B.2. REJECTED BY COMPLAINANT	3	3		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	0	0		
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	0	0	0	0.00
D.1. MEDIATION	0	0	0	0.00
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
D.12.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	0	0	0	0.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	0	0	0	0.00
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e.	0	0	\$0.00	
F.1.f.	0	0	\$0.00	
F.1.g.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	0	0		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	0	0		
F.2.d. REASSIGNMENTS	0	0		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	0	0		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	0	0		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	0	0		
F.2.k. LEAVE RESTORED	0	0		
F.2.l.	0	0		
F.2.m.	0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

REPORTING PERIOD: FY 2013

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	16038	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1	
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0	
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	1	
CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
D. EEO ADR FUNDING SPENT	AMOUNT	
	\$1,188.00	

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	ALLISON KENNEDY
E.2. TITLE	EEO SPECIALIST
E.3. TELEPHONE NUMBER	571-372-0966
E.4. EMAIL	ALLISON.KENNEDY@HQ.DODEA.EDU

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	YES	NO
F.1a. If yes, is there a written policy requiring the participation?		X
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?	X	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2012 through September 30, 2013 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Alina Doreste-Johnson
TITLE OF CERTIFYING OFFICIAL:	Chief
TELEPHONE NUMBER:	(571) 372-0964
E-MAIL:	alina.doreste@hq.dodea.edu
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	18-11-2013

NAME OF PREPARER:	Allison Kennedy
TITLE OF PREPARER:	EEO Specialist
TELEPHONE NUMBER:	(571) 372-0966
E-MAIL:	allison.kennedy@hq.dodea.edu
DATE:	14-11-2013

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

REPORTING PERIOD: FY 2013

Form 462 Comments

Part Name COMMENT(expression left | evaluation symbol | expression right | value1 | value2 | comment)

Part I

D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 16 | | one case was in abeyance
D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 16 | | one case was in abeyance
D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II.J | 74 | 76 | 2 cases closed in FY13 formals filed in FY14
D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II.B | 75 | 77 | 2 cases closed in FY13 formals filed in FY14

Part II

A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 89 | | multiple cases held in abeyance due to class cert pending