

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 2014

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	<b>146</b>	<b>144</b>
C.1. COUNSELED WITHIN 30 DAYS	82	82
C.2. COUNSELED WITHIN 31 TO 90 DAYS	64	64
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	37	37
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	27	27
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
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	17	17
D.2. INITIATED DURING THE REPORTING PERIOD	149	149
D.3. COMPLETED/ENDED COUNSELINGS	146	144
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	13	13
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	37	37
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	90	88
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	6	6
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	20	20

**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/FRONTPAY	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	5	5
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	0	0
F.5. REMOVALS RESCINDED	3	3
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	3	3
F.6. ACCOMMODATIONS	1	1
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F.9.a. RESCINDED	0	0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	1	1
F.12.	0	0
F.13.	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$3,500.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	2	2	\$3,500.00
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	7	7
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	1	1
H.4. REASSIGNMENTS	2	2
H.5. REMOVALS RESCINDED	1	1
H.5.a. REINSTATEMENT	1	1
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	0	0
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	3	2
H.9.a. RESCINDED	2	2
H.9.b. MODIFIED	1	1
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	5	5

**PART II - FORMAL COMPLAINT ACTIVITIES**

109	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
93	B. COMPLAINTS FILED
3	C. REMANDS (sum of lines C1+C2+C3)
2	C.1. REMANDS (NOT INCLUDED IN A OR B)
1	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
1	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
204	D. TOTAL COMPLAINTS
197	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
54	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
7	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
4	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
146	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
91	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
3	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
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	15,002			
A.1.b. PERMANENT EMPLOYEES	10,046			
<b>A.2. COUNSELOR</b>	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
<b>A.3. INVESTIGATOR</b>	0		6	
A.3.a. FULL-TIME	0	0	6	100
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
<b>A.4. COUNSELOR/INVESTIGATOR</b>	3		7	
A.4.a. FULL-TIME	3	100	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	7	100

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF - TOTAL</b>	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>B.2. EXPERIENCED STAFF - TOTAL</b>	3	1	0	6	3	7
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	3	1	0	6	3	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:	Allison Kennedy, Acting Chief		
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO	
		X		
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	PERSON Thomas M. Brady		
	TITLE	Director, DoDEA		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	PERSON Allison Kennedy		
	TITLE	Acting Chief, Diversity Management & Equal Opportunity		
4.	WHO DOES THAT PERSON REPORT TO?	PERSON Thomas M. Brady		
	TITLE	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	0	0	0	0	1	3	1	1
B. ASSIGNMENT OF DUTIES	0	1	0	4	0	0	2	1	5	31	9	9
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	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	6	1	0	1	1	13	45	17	17
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	1	0	2	0	0	0	1	6	20	7	7
E.3. SUSPENSION	0	0	0	3	1	0	0	0	4	15	5	5
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	2	2	2
E.5 5. Letter of Caution	0	0	0	1	0	0	1	0	3	8	3	3
E.60	0	0	0	0	0	0	0	0	0	0	0	0
E.70	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	0	0	0	0	1	5	1	1
G. EVALUATION/APPRaisal	0	0	0	5	2	1	0	1	6	22	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	3	0	12	2	0	5	1	21	90	35	35
I.1. NON-SEXUAL	0	3	0	12	2	0	5	1	21	89	34	34
I.2. SEXUAL									0	1	1	1
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	0	0	2	7	2	2
L. PROMOTION/NON-SELECTION	0	0	0	5	0	0	1	0	6	27	13	13
M. REASSIGNMENT	0	0	0	3	1	0	0	0	6	20	8	8
M.1. DENIED	0	0	0	0	0	0	0	0	1	6	2	2
M.2. DIRECTED	0	0	0	3	1	0	0	0	5	14	6	6
N. REASONABLE ACCOMMODATION								0	1	11	9	9
O. REINSTATEMENT	0	0	0	1	1	0	1	0	2	7	2	2
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	3	0	0	2	0	3	13	4	4
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	9	2	0	3	0	11	53	19	19
S. TIME AND ATTENDANCE	0	0	0	0	1	0	1	0	4	14	5	5
T. TRAINING	0	0	0	1	0	0	1	0	2	6	2	2
U. OTHER	0	0	0	0	0	0	0	0	0	0	0	0
U.1. 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	5	0	53	10	1	17	4	84			
TOTAL ALL COMPLAINTS FILED BY BASES	0	4	0	31	6	1	11	3	54			
TOTAL ALL COMPLAINANTS BY BASES	0	4	0	31	6	1	11	3	52			

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REPORTING PERIOD: FY 2014

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 COMPLAINANTS 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	0	0	0	0	0			1	0	0	0	3	1	1	
B. ASSIGNMENT OF DUTIES	1	4	0	0	2			7	0	4	0	31	9	9	
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	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	2	5	0	0	1			7	1	6	0	45	17	17	
E.1. DEMOTION	0	0	0	0	0			0	0	0	0	0	0	0	
E.2. REPRIMAND	0	3	0	0	1			4	0	2	0	20	7	7	
E.3. SUSPENSION	2	1	0	0	0			2	0	2	0	15	5	5	
E.4. REMOVAL	0	0	0	0	0			0	1	1	0	2	2	2	
E.5. 5. Letter of Caution	0	1	0	0	0			1	0	1	0	8	3	3	
E.6.0	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	0	
F. DUTY HOURS	1	0	0	0	0			1	0	1	0	5	1	1	
G. EVALUATION/APPRaisal	2	0	0	1	0			4	0	0	0	22	8	8	
H. EXAMINATION/TEST	0	0	0	0	0			0	0	0	0	0	0	0	
I. HARASSMENT	4	12	0	2	4			16	2	6	0	90	35	35	
I.1. NON-SEXUAL	3	12	0	2	4			16	2	6	0	89	34	34	
I.2. SEXUAL	1	0	0									1	1	1	
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	0	0	0	0	0	
K. PAY INCLUDING OVERTIME	1	0	0	0	0	0	0	1	0	1	0	7	2	2	
L. PROMOTION/NON-SELECTION	2	3	0	2	1			5	0	2	0	27	13	13	
M. REASSIGNMENT	3	1	0	1	0			2	0	3	0	20	8	8	
M.1. DENIED	1	1	0	1	0			1	0	1	0	6	2	2	
M.2. DIRECTED	2	0	0	0	0			1	0	2	0	14	6	6	
N. REASONABLE ACCOMMODATION									2	8	0	11	9	9	
O. REINSTATEMENT	1	0	0	0	0			1	0	0	0	7	2	2	
P. RETIREMENT	0	0	0	0	0			0	0	0	0	0	0	0	
Q. TERMINATION	2	0	0	0	0			2	0	1	0	13	4	4	
R. TERMS/CONDITIONS OF EMPLOYMENT	5	5	0	1	1			8	1	7	0	53	19	19	
S. TIME AND ATTENDANCE	1	3	0	1	1			2	0	0	0	14	5	5	
T. TRAINING	0	0	0	0	0			2	0	0	0	6	2	2	
U. OTHER	0	0	0	0	0			0	0	0	0	0	0	0	
U.1. 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	25	33	0	8	10	0	0	59	6	39	0				
TOTAL ALL COMPLAINTS FILED BY BASES	13	21	0	4	7	0	0	39	5	22	0				
TOTAL ALL COMPLAINANTS BY BASES	13	21	0	4	7	0	0	39	5	22	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	3	0	0	1	0	7	0	6	0	0	0	0	0	2	2	5	0
1.1a. Number of Counselings Settled	0	0	0	1	0	0	1	0	5	0	3	0	0	0	0	0	2	2	4	0
1.1b. Number of Counselees Settled With	0	0	0	1	0	0	1	0	5	0	3	0	0	0	0	0	2	2	4	0
2. Complaint Settlement Allegations	0	3	0	6	2	0	3	2	23	5	11	0	2	2	0	0	4	3	4	0
2.2a. Number of Complaints Settled	0	2	0	4	2	0	3	1	10	3	7	0	2	1	0	0	3	2	2	0
2.2b. Number of Complainants Settled With	0	2	0	4	2	0	3	1	9	3	6	0	2	1	0	0	3	2	2	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	1	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	1	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
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	3	0	9	2	0	4	2	30	5	17	0	2	2	0	0	6	5	9	0
<b>TOTAL FINAL ACTION FINDINGS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0

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**PART IVB - ISSUES 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	1	0	0	1	3	0	0	0	0	2	0	0	0	1	1	1	1	0	0	3	2	1	0	1	
1.1a. Number of Counselings Settled	0	1	0	0	1	3	0	0	0	0	2	0	0	0	1	1	1	1	0	0	3	2	1	0	1	
1.1b. Number of Counselees Settled With	0	1	0	0	1	3	0	0	0	0	2	0	0	1	1	1	1	1	0	0	3	2	1	0	1	
2. Complaint Settlement Allegations	0	1	0	0	0	3	1	0	0	4	0	10	2	0	0	0	0	1	0	0	4	3	8	0	1	
2.2a. Number of Complaints Settled	0	1	0	0	0	1	1	0	0	3	0	10	2	0	0	0	0	1	0	0	4	3	4	0	1	
2.2b. Number of Complainants Settled With	0	1	0	0	0	1	1	0	0	2	0	10	2	0	0	0	0	1	0	0	4	2	4	0	1	
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	1	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	1	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	
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	
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	
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	
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	
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	2	0	0	1	6	1	0	0	4	0	12	2	0	0	1	1	1	2	0	0	7	5	9	0	2
<b>TOTAL FINAL ACTION FINDINGS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	

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AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

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**PART V - SUMMARY OF CLOSURES BY STATUTE**

52	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
21	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
12	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
85	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	59	23745	402.46
A.1. WITHDRAWALS	9	4956	550.67
A.1.a. NON-ADR WITHDRAWALS	9	2478	275.33
A.1.b. ADR WITHDRAWALS	0	2478	0.00
A.2. SETTLEMENTS	17	6373	374.88
A.2.a. NON-ADR SETTLEMENTS	16	6346	396.63
A.2.b. ADR SETTLEMENTS	1	27	27.00
A.3. FINAL AGENCY ACTIONS	33	12416	376.24
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	25	5676	227.04
B.1. FINDING DISCRIMINATION	1	300	300.00
B.2. FINDING NO DISCRIMINATION	15	4743	316.20
B.3. DISMISSAL OF COMPLAINTS	9	633	70.33
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	8	6740	842.50
C.1. AJ DECISION FULLY IMPLEMENTED	8	6740	842.50
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	8	6740	842.50
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	16	1339	83.69
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	8	737	92.13
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	3	115	38.33
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	5	622	124.40
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	6	391	65.17
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	2	54	27.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	4	337	84.25
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)	2	211	105.50
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	2	211	105.50

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	18	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	12	\$634,833.10
B.1. BACK PAY/FRONT PAY	1	\$82,935.00
B.2. LUMP SUM PAYMENT	10	\$226,301.38
B.3. COMPENSATORY DAMAGES	1	\$40,000.00
B.4. ATTORNEY FEES AND COSTS	6	\$285,596.72
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	17	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
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	4	1
F.4. REASSIGNMENTS	1	1
F.5. REMOVALS RESCINDED	4	1
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	3	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	2
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	0
F.11. LEAVE RESTORED	2	2
F.12. 12. Other	6	4
F.13.	0	0
F.14.	0	0

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**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)	146	59537			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	3	98	32.67	42	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	9	523	58.11	186	
A.2. COMPLAINTS PENDING IN INVESTIGATION	40	5478	136.95	391	
A.3. COMPLAINTS PENDING IN HEARINGS	82	49128	599.12	1439	570-2011-00656X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	12	4310	359.17	359	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	74	14962	202.19
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	38	8909	234.45
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	16	2558	159.88
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	19	4999	263.11
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	12	3158	263.17
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	7	1841	263.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1352	450.67
A.2. AGENCY INVESTIGATION COSTS	\$212,273.70		\$5,586.15
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	36	6053	168.14
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	28	3782	135.07
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	5	1024	204.80
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	1	190	190.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	4	834	208.50
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1247	415.67
A.4. CONTRACTOR INVESTIGATION COSTS	\$89,994.00		\$2,499.83

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**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		43	43		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		16	16		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		27	27		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
C.1. INHOUSE		4	4		
C.2. ANOTHER FEDERAL AGENCY		15	15		
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		
		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		19	19	694	36.53
D.1. MEDIATION		19	19	694	36.53
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		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		27	27	993	36.78
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		8	8	311	38.88
E.1.b. NO FORMAL COMPLAINT FILED		3	3	111	37.00
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		8	8	272	34.00
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		8	8	299	37.38
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		0	0	0	0.00

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**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	4	4		
B.2. REJECTED BY COMPLAINANT	1	1		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	3	3		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	2	2		
C.1. INHOUSE	0	0		
C.2. ANOTHER FEDERAL AGENCY	2	2		
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)	2	2	37	18.50
D.1. MEDIATION	2	2	37	18.50
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	3	3	137	45.67
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	23	23.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	1	1	14	14.00
E.1.d. NO ADR ATTEMPT	1	1	100	100.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	1	1	\$10,000.00	
F.1.a. COMPENSATORY DAMAGES	1	1	\$5,000.00	
F.1.b. BACKPAY/FRONTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	1	1	\$5,000.00	
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)	1	1		
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	1	1		
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		

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	15002
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	4
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)	4
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
<b>D. EEO ADR FUNDING SPENT</b>	AMOUNT
	\$0.00

**E. EEO ADR CONTACT INFORMATION**

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: Allison Kennedy

E.2. TITLE: Chief, Resolution & Compliance Branch

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, 2013 through September 30, 2014 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: Allison Kennedy

TITLE OF CERTIFYING OFFICIAL: EEO Specialist

TELEPHONE NUMBER: (571) 372-0966

E-MAIL: allison.kennedy@hq.dodea.edu

SIGNATURE OF CERTIFYING OFFICIAL: \_\_\_\_\_  
 (Enter PIN to serve as your electronic signature)

DATE: 14-11-2014

NAME OF PREPARER: Allison Kennedy

TITLE OF PREPARER: EEO Specialist

TELEPHONE NUMBER: (571) 372-0966

E-MAIL: allison.kennedy@hq.dodea.edu

DATE: 14-11-2014

The FY 2014 Form 462 report must be "Accepted" or "Finalized" by EEOC by October 31, 2014 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
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AGENCY OR DEPARTMENT: DOD Department of Defense Education Activity

REPORTING PERIOD: FY 2014

### Form 462 Comments

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

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II J | 88 | 91 | 3 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 | 90 | 93 | 3 cases closed in FY13 formals filed in FY14