

# No Fear Act Report

Data as end of June - Third Quarter of the Fiscal Year  
 Report POC: Air Force Personnel Center, Randolph AFB, TX

Complaint Activity	Compared Data					
	2006	2007	2008	2009	2010	2011
Number of Complaints Filed in Fiscal Year	556	486	466	504	541	420
Number of Complainants	511	446	426	451	475	376
Repeat Filers	43	33	30	35	51	27

Complaints by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Race	210	177	192	206	192	152
Religion	21	15	10	18	15	11
Retaliation	230	239	201	226	268	201
Sex	186	165	152	187	165	105
National Origin	79	72	65	65	61	39
Color	55	60	59	44	57	34
Age	153	130	119	133	148	110
Disability	143	121	102	119	131	140
Equal Pay Act	0	3	2	6	4	5

Complaints By Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Appointment	26	14	13	15	22	26
Assignment	67	59	76	63	76	57
Awards	12	13	13	11	10	5
Conversion	0	3	0	0	1	1
Disciplinary Action - Demotion	1	3	3	2	3	0
Disciplinary Action - Reprimand	22	18	27	28	23	21
Disciplinary Action - Suspension	33	27	24	25	29	23
Disciplinary Action - Removal	10	16	11	9	15	7
Disciplinary Action - Other	20	21	30	20	31	20
Duty Hours	16	20	18	21	27	12
Evaluation/Appraisal	98	94	107	115	91	52
Examination/Test	2	0	0	2	2	1
Non Sexual Harassment	189	187	134	141	166	110
Sexual Harassment	35	20	30	28	21	16
Medical Examination	4	10	3	4	9	3
Pay Including Overtime	20	19	8	23	20	23
Promotion/Non-Selection	116	89	66	106	83	74
Denied Reassignment	14	10	8	13	10	7
Directed Reassignment	9	15	23	16	28	18
Reasonable Accommodation	39	16	18	24	27	33
Reinstatement	4	2	2	0	4	3
Retirement	4	5	3	4	2	3
Termination	22	35	30	34	43	39
Terms/Conditions of Employment	66	47	69	52	73	58
Time and Attendance	28	38	34	35	26	24

Training	22	21	23	21	26	24
Other	119	112	104	125	143	115

Processing Time	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	179	182	188	197	203	211
Average Number of Days in Final Action Stage	188	263	233	328	352	228
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	185	201	200	210	205	204
Average Number of Days in Final Action Stage	107	187	90	201	103	139
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	176	165	184	186	203	216
Average Number of Days in Final Action Stage	331	342	339	410	486	311

Complaints Dismissed by Agency	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Total Complaints Dismissed by Agency	101	59	64	62	86	67
Average Days Pending Prior to Dismissal	135	140	100	59	111	52
Total Complaints Withdrawn by Complaints	80	62	50	47	50	49

Total Final Action Finding Discrimintaion	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Total Number Finding	2	2	1	2	2	1
Without Hearing	0	0	0	1	1	0
With Hearing	2	2	1	1	1	1

Findings of Discrimination Rendered by Basis	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Total Number of Findings	2	2	1	2	2	1
Race	0	0	1(100.00%)	0	1(50.00%)	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	1(50.00%)	0	0	2(100.00%)	1(50.00%)	0
Sex	0	2(100.00%)	1(100.00%)	0	0	0
National Origin	1(50.00%)	0	0	0	0	0
Color	0	0	0	0	1(50.00%)	0
Age	1(50.00%)	0	0	0	0	1(100.00%)
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Findings After Hearing	2	2	1	1	1	1

Race	0	0	1(100.00%)	0	0	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	1(50.00%)	0	0	1(100.00%)	1(100.00%)	0
Sex	0	2(100.00%)	1(100.00%)	0	0	0
National Origin	1(50.00%)	0	0	0	0	0
Color	0	0	0	0	0	0
Age	1(50.00%)	0	0	0	0	1(100.00%)
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Findings Without Hearing	0	0	0	1	1	0
Race	0	0	0	0	1(100.00%)	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	1(100.00%)	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	1(100.00%)	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Total Number of Findings	2	2	1	2	2	1
Appointment	0	0	0	0	1(50.00%)	0
Assignment	1(50.00%)	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	1(50.00%)	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(100.00%)	1(50.00%)	0	0	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(50.00%)	1(100.00%)	0	1(50.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(50.00%)	1(100.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	1(50.00%)	0	0	0	0	0
Reinstatement	0	1(50.00%)	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	1(50.00%)	0	0
Training	0	1(50.00%)	0	0	0	0

Other	0	0	0	1(50.00%)	0	0
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Findings of Discrimination Rendered by Issues	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Findings After Hearing	2	2	1	1	1	1
Appointment	0	0	0	0	0	0
Assignment	1(50.00%)	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	1(50.00%)	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(100.00%)	1(50.00%)	0	0	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(50.00%)	1(100.00%)	0	1(100.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(50.00%)	1(100.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	1(50.00%)	0	0	0	0	0
Reinstatement	0	1(50.00%)	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	1(100.00%)	0	0
Training	0	1(50.00%)	0	0	0	0
Other	0	0	0	0	0	0

Findings of Discrimination Rendered by Issues	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Findings Without Hearing	0	0	0	1	1	0
Appointment	0	0	0	0	1(100.00%)	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	1(100.00%)	0	0

Pending Complaints Filed in Previous Years by Status	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Total Complaints From Previous Fiscal Years	212	222	200	213	243	377
Total Complainants	193	208	189	199	222	314
Number of Complaints Pending in Investigation	13	17	12	9	7	50
Number of Complaints Pending in Hearing	76	75	81	121	145	183
Number of Complaints Pending in Final Action	120	124	104	83	86	144
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	157	158	166	169	180	188

Complaint Investigations	Comparitive Data					
	2006	2007	2008	2009	2010	2011
Pending Complaints Where Investigation Exceeds Required Time Frames	123	124	118	127	157	268