

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

Army EEO (and below)

For 2nd Quarter 2013 for period ending March 31, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	1216	1207	1320	1283	1226	520
Number of Complainants	1142	1109	1239	1205	1157	506
Repeat Filers	40	73	71	65	62	14

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Race	509	507	587	506	482	196
Color	143	108	140	118	106	48
Religion	38	52	58	50	44	23
Reprisal	534	475	490	528	504	222
Sex	447	455	495	489	460	171
PDA	0	0	0	0	0	0

National Origin	143	132	121	144	138	68
Equal Pay Act	1	4	1	0	4	0
Age	308	304	318	332	336	132
Disability	285	294	316	368	365	136
Genetics	0	0	0	0	3	3
Non-EEO	20	26	25	31	29	13
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	106	98	87	77	84	23
Assignment of Duties	89	110	107	122	106	67
Awards	21	23	29	20	26	18
Conversion to Full-time	0	1	2	2	0	0
Disciplinary Action						
Demotion	5	36	5	0	5	1
Reprimand	33	33	35	39	38	23
Suspension	57	55	59	67	62	27
Removal	29	31	34	33	25	12
Other	49	36	78	76	89	38
Duty Hours	21	28	28	16	23	15
Evaluation Appraisal	134	144	151	141	132	75
Examination/Test	4	3	3	6	5	2
Harassment						
Non-Sexual	405	428	503	482	490	216

Sexual	70	49	61	67	63	29
Medical Examination	3	6	12	9	12	4
Pay (Including Overtime)	41	41	50	51	46	17
Promotion/Non-Selection	243	269	237	207	174	78
Reassignment						
Denied	10	16	14	10	17	7
Directed	27	32	41	40	48	15
Reasonable Accommodation	37	39	53	84	74	40
Reinstatement	0	3	1	2	0	1
Retirement	6	2	5	20	13	4
Termination	91	109	138	133	133	46
Terms/Conditions of Employment	96	108	113	107	135	59
Time and Attendance	61	51	64	81	68	39
Training	30	38	62	57	41	21
Other	57	30	26	31	22	16
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	207.44	218.26	202.53	234.54	258.31	289.71
Average number of days in final action	75.59	58.48	45.1	54.38	70.92	68.2
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	204.95	218.07	206.69	247.58	262.92	287.25

Average number of days in final action	47.03	26.33	17.95	30	44.4	48.2						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	216.15	218.63	192.88	193	257.26	281.48						
Average number of days in final action	121.02	85.84	63.18	59.54	110.66	109.5						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2013Thru03-31	
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	264	229	256	311	234	107						
Average days pending prior to dismissal	53.16	46	34.86	37.09	43.69	32						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	118	155	149	144	100	70						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru03-31	
	2008	2009	2010	2011	2012							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		19		13		7		10		9	
Without Hearing	0	0	12	63	7	54	1	14	2	20	2	22
With Hearing	4	100	7	37	6	46	6	86	8	80	7	78
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru03-31	
<i>Note: Complaints</i>	2008	2009	2010	2011	2012							

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	2	29	1	17	0	0	2	25	2	29
Disability	0	0	1	14	2	33	0	0	1	13	1	14
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	14	0	0	0	0	0	0	0	0
Findings Without Hearing	0		12		7		1		2		2	
Race	0	0	9	75	6	86	0	0	1	50	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	8	0	0	0	0	2	100	1	50
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	1	14	0	0	1	50	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	2	17	0	0	0	0	0	0	1	50
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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013Thru03-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		19		13		7		10		9	

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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	1	8	0	0	0	0	0	0	1	50
Harassment												
Non-Sexual	0	0	11	92	6	86	1	100	2	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	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	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
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in			Comparative Data									

Previous Fiscal Years by Status	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years	303	312	403	414	494	925
Total Complainants	284	285	365	382	446	842
Number complaints pending						
Investigation	15	17	30	22	36	239
ROI issued, pending Complainant's action	17	13	11	6	21	59
Hearing	248	268	340	357	399	530
Final Agency Action	23	14	22	29	38	97
Appeal with EEOC Office of Federal Operations	*	*	*	*	*	*
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	85	79	110	120	232	244