

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

Army (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	1330	1174	1078	981	1112	402
Number of Complainants	1133	972	986	921	1028	387
Repeat Filers	54	46	53	44	55	9

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	502	422	440	418	352	147
Color	161	129	150	145	127	53
Religion	59	48	46	35	138	27
Reprisal	589	560	485	431	452	152
Sex	512	405	416	361	348	145
PDA	0	0	0	0	0	0

National Origin	151	135	109	116	105	50
Equal Pay Act	2	5	2	1	1	0
Age	386	314	297	265	275	100
Disability	389	369	327	325	423	147
Genetics	0	0	2	1	8	3
Non-EEO	47	43	49	56	45	24
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Appointment/Hire	143	85	90	83	92	34
Assignment of Duties	136	122	95	97	0	0
Awards	23	24	23	21	18	8
Conversion to Full Time/Perm Status	0	1	1	0	0	0
Disciplinary Action						
Demotion	7	7	3	6	3	3
Reprimand	41	35	22	34	0	0
Suspension	53	43	45	45	30	19
Removal	40	54	39	42	37	18
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	0	0	0	0	103	41
Other 2	0	0	0	0	0	0
Duty Hours	18	18	20	11	0	0
Perf. Eval./ Appraisal	142	127	110	87	82	14
Examination/Test	6	6	2	1	5	0

Harassment						
Non-Sexual	606	574	502	475	569	210
Sexual	67	49	43	36	31	12
Medical Examination	9	6	3	0	8	0
Pay including overtime	17	21	22	18	19	10
Promotion/Non-Selection	162	145	125	119	124	41
Reassignment						
Denied	14	19	18	8	8	4
Directed	35	37	13	16	19	8
Reasonable Accommodation Disability	75	99	81	87	104	43
Reinstatement	0	1	1	1	0	0
Religious Accommodation	1	1	0	2	16	2
Retirement	6	14	2	5	0	0
Sex-Stereotyping	2	1	3	3	3	0
Telework	9	11	16	18	17	2
Termination	83	83	86	108	72	33
Terms/Conditions of Employment	93	73	71	91	0	0
Time and Attendance	78	84	63	53	70	24
Training	40	41	36	24	31	11
Other Terms/Conditions of Employment	0	0	0	0	202	77
User Defined - Other 1	6	3	0	0	0	0
User Defined - Other 2	1	1	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					2023Thru03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	212.55	214.42	188.45	173.96	136.94	147.22
Average number of days in final action	142.77	209.97	180.78	158.64	228.49	242.45
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	212.63	210.44	186.90	167.92	139.51	147.64
Average number of days in final action	46.92	47.18	45.25	70.81	62.23	64.62
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	212.96	219.99	191.25	185.13	133.05	146.19
Average number of days in final action	361.61	487.25	472.36	365.64	628.74	642.13
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	193	143	141	123	159	48
Average days pending prior to dismissal	51.31	76.64	45.75	64.89	168.36	70.04
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	97	99	92	108	75	33

Age	0	0	2	33	0	0	2	40	0	0	0	0
Disability	5	63	2	33	5	63	2	40	0	0	0	0
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2023Thru03-31						
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	1521	1635	1684	1584	1409	1773						
Total Complainants	1360	1446	1443	1439	1285	1638						
Number complaints pending												
Investigation	88	115	126	67	73	137						
ROI issued, pending Complainant's action	1	2	2	2	0	8						
Hearing	1064	1111	1049	918	782	897						
Final Agency Action	275	314	340	407	339	433						
Appeal with EEOC Office of Federal Operations	1	2	4	2232	2390	2490						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2023Thru03-31						
	2018	2019	2020	2021	2022							
Pending Complaints Where Investigations Exceed Required Time Frames	189	187	206	102	89	125						