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

Army (and below)

For 4th Quarter 2023 for period ending September 30, 2023

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data											
	Pr	evious	2022Thmu00 20									
	2018	2019	2020	2021	2022	2023Thru09-30						
Number of Complaints Filed	1346	1260	1127	1028	1143	845						
Number of Complainants	1244	1184	1060	965	1053	807						
Repeat Filers	64	64	57	46	60	33						

Complaints by Basis		Comparative Data											
Complaints by basis	Pro	evious											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru09- 30							
Race	507	453	461	433	363	312							
Color	161	144	157	155	132	113							
Religion	59	52	48	36	142	53							
Reprisal	606	608	508	464	470	347							
Sex	519	449	430	379	359	294							
PDA	0	0	0	0	0	0							

National Origin	155	146	112	121	110	114						
Equal Pay Act	2	7	2	1	1	4						
Age	386	342	315	288	288	215						
Disability	397	400	347	346	435	322						
Genetics	0	1	2	1	8	3						
Non-EEO	49	45	46	56	44	45						
	Comparative Data											
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru09- 30						
Appointment/Hire	143	98	98	94	94	70						
Assignment of Duties	0	0	0	0	0	0						
Awards	24	25	24	22	20	25						
Conversion to Full Time/Perm Status	0	0	0	0	0	0						
Disciplinary Action												
Demotion	7	7	3	6	3	5						
Reprimand	0	0	0	0	0	0						
Suspension	56	47	54	49	32	43						
Removal	43	59	44	44	41	35						
Disciplinary Warning	0	0	0	0	0	0						
Other Disciplinary Actions	111	136	116	101	109	92						
Other 2	0	0	0	0	0	0						
Duty Hours	0	0	0	0	0	0						
Perf. Eval./ Appraisal	145	134	116	93	87	71						
Examination/Test	6	6	2	1	5	0						

Harassment						
Non-Sexual	619	614	529	496	588	446
Sexual	68	53	45	38	31	27
Medical Examination	9	7	3	0	8	2
Pay including overtime	18	25	24	19	20	20
Promotion/Non-Selection	163	156	134	130	126	98
Reassignment				•		
Denied	16	25	21	8	10	9
Directed	37	36	16	16	19	22
Reasonable Accommodation Disability	78	112	87	91	106	101
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	1	1	2	18	3
Retirement	0	0	0	0	0	0
Sex-Stereotyping	2	1	3	3	3	2
Telework	9	12	16	18	18	5
Termination	86	96	91	110	73	69
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	83	89	69	53	74	64
Training	40	44	39	25	32	24
Other Terms/Conditions of Employment	326	284	267	191	214	171
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

	Comparative Data											
Processing Time]	Previous	Fiscal Y	ear Data	ı	2023Thru09-					
	2			2020	2021	2022	30					
Complaints pending during	g fis	scal ye	ear									
Average number of days in investigation	21	4.95	216.41	190.77	174.07	138.14	156.19					
Average number of days in final action	14	2.08	207.19	174.61	155.43	216.90	254.37					
Complaint pending during	fiso	cal yea	ar where	hearing v	vas reque	ested						
Average number of days in investigation	21	5.04	213.32	189.69	168.75	140.35	154.28					
Average number of days in final action	40	6.96	48.48	45.15	70.34	59.33	64.09					
Complaint pending during	fiso	cal yea	ar where	hearing v	vas not re	equested						
Average number of days in investigation	21	5.55	221.01	192.57	185.04	134.93	159.13					
Average number of days in final action	36	5.67	492.27	463.26	367.44	638.65	588.10					
		Comparative Data										
Complaints Dismissed b Agency	y		Previou	ıs Fiscal	Year Da	ta	2023Thru09-					
		2018	3 2019	2020	2021	2022	30					
Total Complaints Dismisso by Agency	ed	193	159	155	144	175	104					
Average days pending pric to dismissal	51.1		9 77.89	75.24	109.56	185.88	77.73					
Com	pla	ints V	Vithdrav	vn by Co	mplaina	nts						
Total Complaints Withdrawn by Complainar	nts	108	114	101	114	78	64					

					C	omj	parat	tive I	Data				
Total Final Agency			Prev	ious	Fisc	al Y	ear	Data			2023T	2023Thru09-	
Actions Finding Discrimination	20	18	2019		2020		2021		2022		30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	15		11		15		20		14		16		
Without Hearing	8	53	6	55	8	53	5	25	0	0	0	0	
With Hearing	7	47	5	45	7	47	15	75	14	100	16	100	
Findings of					(Com	para	tive	Data				
Discrimination Rendered by Basis			Pre	viou	s Fis	cal	Year	Dat	a		20231	hru09-	
Note: Complaints can	2	018	20)19	2	020	2	021	20	022		30	
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	15		11		15		20		14		16		
Race	3	20	3	27	2	13	4	20	1	7	2	13	
Color	0	0	0	0	0	0	2	10	0	0	2	13	
Religion	0	0	0	0	0	0	0	0	0	0	1	6	
Reprisal	7	47	7	64	11	73	13	65	12	86	15	94	
Sex	4	27	3	27	0	0	5	25	1	7	4	25	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	1	7	0	0	1	7	2	10	1	7	1	6	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	2	13	3	27	0	0	6	30	0	0	0	0	
Disability	7	47	6	55	8	53	7	35	4	29	5	31	
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
			ı		ı	1	ı	1	ı	1		ı
Findings After Hearing	7		5		7		15		14		16	
Race	3	43	0	0	2	29	4	27	1	7	2	13
Color	0	0	0	0	0	0	2	13	0	0	2	13
Religion	0	0	0	0	0	0	0	0	0	0	1	6
Reprisal	4	57	3	60	5	71	10	67	12	86	15	94
Sex	3	43	2	40	0	0	3	20	1	7	4	25
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	14	0	0	1	14	2	13	1	7	1	6
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	1	20	0	0	4	27	0	0	0	0
Disability	2	29	4	80	3	43	5	33	4	29	5	31
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 Without Hearing	8		6		8		5		0		0	
Race	0	0	3	50	0	0	0	0	0	0	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	3	38	4	67	6	75	3	60	0	0	0	0
Sex	1	13	1	17	0	0	2	40	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
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	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				
			Comparative Data													
Pending Complaints F Previous Fiscal Years by				Pre	evious	Fisc	al Y	Zear I	Data	l	2023Thru09-					
	,		20	18	2019	20	20	2021	20)22	30	0				
Total complaints from pre Fiscal Years	viou	IS	13	99	1507	15	29	1477	12	283	1295					
Total Complainants			12	48	1355	13	98	1348	1	178	120	05				
Number complaints pen	ding	,														
Investigation			3	9	37	3	6	38	4	52	80	86				
ROI issued, pending Complainant's action			2	2	5		1	2		0	1	1				
Hearing			10	00	1043	98	39	866	6	73	57	'9				
Final Agency Action			29	96	335	37	71	422	3	82	39	7				
Appeal with EEOC O Federal Operations	ffice	of	18	00	1917	20	86	2257	24	130	253	38				
						C	com _]	parat	ive]	Data	l					
Complaint Investigation		Pre	vious	Fisc	cal Y	Zear I	Data	l	2023TI	1ru09-						
					2019	20	20	2021	20)22	30	0				
Pending Complaints When Investigations Exceed Rec Time Frames		ed	10)2	70	8	0	49	(63	129					