

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

Army

For 1st Quarter 2010 for period ending December 31, 2009

This report is based on the Complaint Against hierarchy.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
Number of Complaints Filed	1153	1181	1175	1216	1207	328
Number of Complainants	1057	1098	1108	1142	1109	320
Repeat Filers	77	64	63	40	73	8
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	477	494	461	509	507	149
Color	108	111	133	143	108	36
Religion	62	60	38	38	52	12
Reprisal	471	449	451	534	475	95
Sex	423	426	424	447	455	132
National Origin	158	165	143	132	121	31
Equal Pay Act	3	1	1	4	1	1
Age	314	280	308	304	318	96
Disability	254	256	285	294	316	79
Non-EEO	*	43	20	26	25	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	93	104	67	106	98	19
Assignment of Duties	85	75	103	89	110	36
Awards	29	26	34	21	23	8
Conversion to Full-time	3	0	1	0	1	1
Disciplinary Action						
Demotion	9	3	3	5	36	2
Reprimand	35	41	22	33	33	7
Suspension	50	47	61	57	55	17
Removal	15	14	30	29	31	8
Other	46	40	56	49	36	15
Duty Hours	26	26	20	21	28	5
Evaluation Appraisal	117	111	120	134	144	18
Examination/Test	1	0	4	4	3	1
Harassment						
Non-Sexual	322	337	401	405	428	125
Sexual	36	54	55	70	49	14
Medical Examination	10	4	4	3	6	1
Pay (Including Overtime)	24	18	24	41	41	12
Promotion/Non-Selection	285	241	221	243	269	83
Reassignment						
Denied	10	13	10	10	16	2

Directed					30	22	24	27	32	10					
Reasonable Accommodation					29	35	39	37	39	8					
Reinstatement					2	3	0	0	3	0					
Retirement					6	14	16	6	2	2					
Termination					83	92	71	91	109	32					
Terms/Conditions of Employment					77	83	88	96	108	26					
Time and Attendance					41	50	52	61	51	16					
Training					32	47	34	30	38	15					
Other					210	175	144	57	30	5					
Processing Time					Comparative Data										
					Previous Fiscal Year Data									2010Thru12-31	
					2005	2006	2007	2008	2009						
Complaints pending during fiscal year															
Average number of days in investigation				254.52	240.27	209.56	207.44	218.26	201.32						
Average number of days in final action				103.46	145.33	53.93	75.59	58.48	51.23						
Complaint pending during fiscal year where hearing was requested															
Average number of days in investigation				262.48	226.52	207.2	204.95	218.07	208.13						
Average number of days in final action				37.39	70.09	31.4	47.03	26.33	14.13						
Complaint pending during fiscal year where hearing was not requested															
Average number of days in investigation				273.65	216.22	208.75	216.15	218.63	192.32						
Average number of days in final action				201.88	223.77	82.64	121.02	85.84	94.08						
Complaints Dismissed by Agency					Comparative Data										
					Previous Fiscal Year Data									2010Thru12-31	
					2005	2006	2007	2008	2009						
Total Complaints Dismissed by Agency				328	286	253	264	229	63						
Average days pending prior to dismissal				121.6	68.46	67.63	53.16	46	28.86						
Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants				163	153	140	118	155	31						
Total Final Agency Actions Finding Discrimination					Comparative Data										
					Previous Fiscal Year Data									2010Thru12-31	
					2005	2006	2007	2008	2009						
					#	%	#	%	#	%	#	%	#	%	#
Total Number Findings				10		15		12		4		19		8	
Without Hearing				1	10	1	7	1	8	0	0	12	63	6	75
With Hearing				9	90	14	93	11	92	4	100	7	37	2	25
Findings of Discrimination Rendered by Basis					Comparative Data										
					Previous Fiscal Year Data									2010Thru12-31	
					2005	2006	2007	2008	2009						
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>				#	%	#	%	#	%	#	%	#	%		
Total Number Findings				10		15		12		4		19		8	
Race				1	10	0	0	1	8	0	0	11	58	7	88
Color				1	10	0	0	0	0	0	0	0	0	1	13
Religion				0	0	1	7	0	0	0	0	0	0	0	0
Reprisal				8	80	7	47	6	50	4	100	2	11	2	26
Sex				2	20	2	13	4	33	1	25	1	5	0	0
National Origin				0	0	0	0	1	8	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	13	3	25	0	0	2	11	0	0
Disability				3	30	6	40	1	8	0	0	3	16	0	0
Non-EEO				0	0	0	0	0	0	0	0	1	5	0	0
Findings After Hearing															
Race				1	11	0	0	1	9	0	0	2	29	1	50

Color	1	11	0	0	0	0	0	0	0	0	1	50
Religion	0	0	1	7	0	0	0	0	0	0	0	0
Reprisal	7	77	6	43	6	54	4	100	1	14	2	100
Sex	1	11	2	14	3	27	1	25	1	14	0	0
National Origin	0	0	0	0	1	9	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	14	3	27	0	0	2	29	0	0
Disability	3	33	6	43	1	9	0	0	1	14	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	14	0	0
Findings Without Hearing	1		1		1		0		11		6	
Race	0	0	0	0	0	0	0	0	9	82	6	100
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	1	50	1	100	0	0	0	0	1	9	0	0
Sex	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	1	9	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										2010Thru12-31	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		15		12		4		19		8	
Appointment/Hire	0	0	1	7	1	8	0	0	1	5	1	13
Assignment of Duties	0	0	0	0	1	8	0	0	1	5	0	0
Awards	2	20	1	7	0	0	1	25	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	7	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	8	0	0	0	0	0	0
Removal	1	10	0	0	0	0	0	0	0	0	0	0
Other (Letter of Counseling)	1	10	1	7	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	2	20	2	13	0	0	1	25	1	5	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	5	0	0
Harassment												
Non-Sexual	2	20	4	27	2	16	1	25	16	84	6	78
Sexual	0	0	1	7	2	16	1	25	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	3	30	1	7	1	8	1	25	0	0	1	13
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	10	2	13	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	2	13	1	8	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	2	13	2	16	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	8	0	0	1	5	0	0

Time and Attendance	1	10	1	7	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	8	0	0	0	0	0	0
Other - User Defined	0	0	1	7	0	0	0	0	1	5	0	0
Findings After Hearing	9		14		11		4		7		2	
Appointment/Hire	0	0	1	7	1	9	0	0	0	0	1	50
Assignment of Duties	0	0	0	0	1	9	0	0	1	14	0	0
Awards	2	22	1	7	0	0	1	25	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	9	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Letter of Counseling)	1	11	1	7	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	2	22	2	14	0	0	1	25	1	14	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	22	4	27	2	18	1	25	5	71	0	0
Sexual	0	0	1	7	2	18	1	25	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	3	33	1	7	1	9	1	25	0	0	1	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	11	2	14	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	2	14	1	9	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	2	14	2	18	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	9	0	0	1	14	0	0
Time and Attendance	1	11	1	7	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	9	0	0	0	0	0	0
Other - User Defined	0	0	1	7	0	0	0	0	1	14	0	0
Findings Without Hearing	1		1		1		0		12		6	
Appointment/Hire	0	0	0	0	0	0	0	0	1	8	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	100	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	1	50	0	0	0	0	0	0	0	0	0	0
Other (Letter of Counseling)	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	1	50	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	8	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	11	92	6	100
Sexual	0	0	0	0	1	100	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 Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
Total complaints from previous Fiscal Years	1193	1084	911	969	978	1005
Total Complainants	1131	935	841	801	893	912
Number complaints pending						
Investigation	574	479	442	489	497	528
ROI issued, pending Complainant's action	68	78	78	88	66	63
Hearing	284	282	290	321	392	405
Final Agency Action	158	64	59	71	32	28
Appeal with EEOC Office of Federal Operations	*	*	*	*	*	*

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceed Required Time Frames	134	95	68	85	79	107