

No Fear Act Report

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

Complaint Activity	Compared Data					
	2009	2010	2011	2012	2013	2014
Number of Complaints Filed in Fiscal Year	507	548	617	485	405	98
Number of Complainants	452	477	553	457	396	98
Repeat Filers	36	54	44	25	8	0

Complaints by Basis	Comparative Data					
	2009	2010	2011	2012	2013	2014
Race	209	197	239	181	159	49
Religion	18	16	20	18	17	2
Retaliation	226	274	288	205	162	41
Sex	187	165	168	161	137	20
National Origin	65	65	51	57	39	9
Color	45	59	56	43	44	14
Age	134	151	182	138	115	29
Disability	120	135	208	138	107	27
Equal Pay Act	6	5	5	3	3	1

Complaints By Issues	Comparative Data					
	2009	2010	2011	2012	2013	2014
Appointment	16	23	41	30	22	3
Assignment	63	76	91	75	66	17
Awards	11	10	10	13	11	6
Conversion	0	1	3	1	0	0
Disciplinary Action - Demotion	2	3	1	1	4	0
Disciplinary Action - Reprimand	28	23	30	24	34	7
Disciplinary Action - Suspension	26	29	31	33	39	4
Disciplinary Action - Removal	9	14	9	19	10	0
Disciplinary Action - Other	20	33	33	37	33	3
Duty Hours	21	27	21	26	15	2
Evaluation/Appraisal	115	93	101	75	47	12
Examination/Test	2	2	2	3	2	0
Non Sexual Harassment	141	171	169	170	134	26
Sexual Harassment	28	21	22	23	34	3
Medical Examination	4	9	4	6	5	3
Pay Including Overtime	23	21	29	20	14	3
Promotion/Non-Selection	107	85	97	57	62	14
Denied Reassignment	13	10	12	8	7	6
Directed Reassignment	16	28	21	20	24	6
Reasonable Accommodation	24	27	46	26	34	14
Reinstatement	0	3	3	2	2	0
Retirement	4	2	5	3	2	1
Termination	34	42	54	43	29	8
Terms/Conditions of Employment	52	72	86	68	53	12
Time and Attendance	35	26	33	30	28	8

Training	21	26	35	39	23	5
Other	125	150	157	129	89	22

Processing Time	Comparative Data					
	2009	2010	2011	2012	2013	2014
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	199	204	224	260	268	217
Average Number of Days in Final Action Stage	326	351	227	304	236	288
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	212	206	232	262	280	219
Average Number of Days in Final Action Stage	203	105	137	180	66	87
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	187	204	215	255	261	217
Average Number of Days in Final Action Stage	403	480	308	441	397	408

Complaints Dismissed by Agency	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Complaints Dismissed by Agency	61	88	84	68	56	14
Average Days Pending Prior to Dismissal	60	114	63	96	41	165
Total Complaints Withdrawn by Complaints	48	50	70	56	40	11

Total Final Action Finding Discrimintaion	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Number Finding	2	2	4	7	2	0
Without Hearing	1	1	0	0	2	0
With Hearing	1	1	4	7	0	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Number of Findings	2	2	4	7	2	0
Race	0	1(50.00%)	2(50.00%)	0	0	0
Religion	0	0	1(25.00%)	0	0	0
Retaliation	2(100.00%)	1(50.00%)	0	6(85.71%)	2(100.00%)	0
Sex	0	0	2(50.00%)	0	0	0
National Origin	0	0	0	0	0	0
Color	0	1(50.00%)	0	0	0	0
Age	0	0	1(25.00%)	1(14.29%)	0	0
Disability	0	0	1(25.00%)	0	1(50.00%)	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	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings After Hearing	1	1	4	7	0	0

Race	0	0	2(50.00%)	0	0	0
Religion	0	0	1(25.00%)	0	0	0
Retaliation	1(100.00%)	1(100.00%)	0	6(85.71%)	0	0
Sex	0	0	2(50.00%)	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	1(25.00%)	1(14.29%)	0	0
Disability	0	0	1(25.00%)	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	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings Without Hearing	1	1	0	0	2	0
Race	0	1(100.00%)	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	1(100.00%)	0	0	0	2(100.00%)	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	1(100.00%)	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	1(50.00%)	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	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Number of Findings	2	2	4	7	2	0
Appointment	0	1(50.00%)	0	0	0	0
Assignment	0	0	1(25.00%)	2(28.57%)	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	1(14.29%)	0	0
Duty Hours	0	0	0	1(14.29%)	0	0
Evaluation/Appraisal	0	0	1(25.00%)	3(42.86%)	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	1(50.00%)	2(50.00%)	1(14.29%)	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	1(14.29%)	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	1(14.29%)	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	1(50.00%)	0
Terms/Conditions of Employment	0	0	0	1(14.29%)	0	0
Time and Attendance	1(50.00%)	0	0	2(28.57%)	0	0
Training	0	0	1(25.00%)	1(14.29%)	0	0

Other	1(50.00%)	0	0	2(28.57%)	1(50.00%)	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings After Hearing	1	1	4	7	0	0
Appointment	0	0	0	0	0	0
Assignment	0	0	1(25.00%)	2(28.57%)	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	1(14.29%)	0	0
Duty Hours	0	0	0	1(14.29%)	0	0
Evaluation/Appraisal	0	0	1(25.00%)	3(42.86%)	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	1(100.00%)	2(50.00%)	1(14.29%)	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	1(14.29%)	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	1(14.29%)	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	1(14.29%)	0	0
Time and Attendance	1(100.00%)	0	0	2(28.57%)	0	0
Training	0	0	1(25.00%)	1(14.29%)	0	0
Other	0	0	0	2(28.57%)	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2009	2010	2011	2012	2013	2014
Findings Without Hearing	1	1	0	0	2	0
Appointment	0	1(100.00%)	0	0	0	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	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	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	1(50.00%)	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	1(100.00%)	0	0	0	1(50.00%)	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2009	2010	2011	2012	2013	2014
Total Complaints From Previous Fiscal Years	215	244	287	342	385	648
Total Complainants	200	222	238	300	348	592
Number of Complaints Pending in Investigation	10	9	24	23	17	143
Number of Complaints Pending in Hearing	123	144	165	220	203	248
Number of Complaints Pending in Final Action	81	83	90	88	159	256
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	165	177	200	233	243	247

Complaint Investigations	Comparative Data					
	2009	2010	2011	2012	2013	2014
Pending Complaints Where Investigation Exceeds Required Time Frames	130	161	210	292	344	510