

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

## Army (and below)

For 1st Quarter 2024 for period ending December 31, 2023

\*\*This report is based on the Complaint Against hierarchy.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	1174	1078	981	1112	866	178
Number of Complainants	972	986	921	1028	827	177
Repeat Filers	46	53	44	55	34	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	
Race	422	440	418	352	319	70
Color	129	150	145	127	120	22
Religion	48	46	35	138	56	10
Reprisal	560	485	431	452	359	81
Sex	405	416	361	348	302	64
PDA	0	0	0	0	0	0

National Origin	135	109	116	105	118	27
Equal Pay Act	5	2	1	1	4	0
Age	314	297	265	275	224	44
Disability	369	327	325	423	328	58
Genetics	0	2	1	8	3	1
Non-EEO	43	49	56	45	46	8
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Appointment/Hire	85	90	83	92	73	14
Assignment of Duties	122	95	97	0	0	0
Awards	24	23	21	18	24	1
Conversion to Full Time/Perm Status	1	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	7	3	6	3	6	0
Reprimand	35	22	34	0	0	0
Suspension	43	45	45	30	46	5
Removal	54	39	42	37	36	3
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	0	0	0	103	93	16
Other 2	0	0	0	0	0	0
Duty Hours	18	20	11	0	0	0
Perf. Eval./ Appraisal	127	110	87	82	73	12
Examination/Test	6	2	1	5	0	0

<b>Harassment</b>						
Non-Sexual	574	502	475	569	454	91
Sexual	49	43	36	31	29	9
Medical Examination	6	3	0	8	2	1
Pay including overtime	21	22	18	19	20	2
Promotion/Non-Selection	145	125	119	124	100	20
<b>Reassignment</b>						
Denied	19	18	8	8	10	1
Directed	37	13	16	19	22	4
Reasonable Accommodation Disability	99	81	87	104	104	20
Reinstatement	1	1	1	0	0	0
Religious Accommodation	1	0	2	16	4	1
Retirement	14	2	5	0	0	0
Sex-Stereotyping	1	3	3	3	2	0
Telework	11	16	18	17	6	0
Termination	83	86	108	72	72	15
Terms/Conditions of Employment	73	71	91	0	0	0
Time and Attendance	84	63	53	70	66	8
Training	41	36	24	31	24	2
Other Terms/Conditions of Employment	0	0	0	202	180	31
User Defined - Other 1	3	0	0	0	0	0
User Defined - Other 2	1	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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	214.42	188.45	173.96	136.94	156.80	185.36
Average number of days in final action	209.97	180.78	158.64	228.49	238.05	252.32
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.44	186.90	167.92	139.51	155.04	212.39
Average number of days in final action	47.18	45.25	70.81	62.23	64.02	97.45
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	219.99	191.25	185.13	133.05	159.30	169.98
Average number of days in final action	487.25	472.36	365.64	628.74	565.15	771.20
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024Thru12-31
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	143	141	123	159	107	20
Average days pending prior to dismissal	76.64	45.75	64.89	168.36	76.21	132.9
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	99	92	108	75	67	14





Age	2	33	0	0	2	40	0	0	0	0	1	50
Disability	2	33	5	63	2	40	0	0	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	1	50
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024Thru12-31</b>	
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Total complaints from previous Fiscal Years	1635	1684	1584	1409	1244							1722
Total Complainants	1446	1443	1439	1285	1159							1603
<b>Number complaints pending</b>												
Investigation	115	126	67	73	81							288
ROI issued, pending Complainant's action	2	2	2	0	1							25
Hearing	1111	1049	918	782	543							650
Final Agency Action	314	340	407	339	392							461
Appeal with EEOC Office of Federal Operations	*	*	*	*	*							*
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2024Thru12-31</b>	
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	187	206	102	89	116							136