

No Fear Act Report

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

Complaint Activity	Compared Data					
	2008	2009	2010	2011	2012	2013
Number of Complaints Filed in Fiscal Year	468	507	548	617	485	405
Number of Complainants	427	452	477	553	457	396
Repeat Filers	31	36	54	44	25	8

Complaints by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Race	192	209	197	239	181	158
Religion	10	18	16	20	18	17
Retaliation	203	226	274	288	205	161
Sex	152	187	165	168	161	137
National Origin	65	65	65	51	57	39
Color	59	45	59	56	43	43
Age	119	134	151	182	138	115
Disability	102	120	135	208	138	108
Equal Pay Act	2	6	5	5	3	3

Complaints By Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Appointment	13	16	23	41	30	22
Assignment	76	63	76	91	75	66
Awards	13	11	10	10	13	11
Conversion	0	0	1	3	1	0
Disciplinary Action - Demotion	3	2	3	1	1	4
Disciplinary Action - Reprimand	27	28	23	30	24	33
Disciplinary Action - Suspension	24	26	29	31	33	39
Disciplinary Action - Removal	11	9	14	9	19	10
Disciplinary Action - Other	30	20	33	33	37	33
Duty Hours	18	21	27	21	26	15
Evaluation/Appraisal	108	115	93	101	75	46
Examination/Test	0	2	2	2	3	2
Non Sexual Harassment	134	141	171	169	170	133
Sexual Harassment	30	28	21	22	23	34
Medical Examination	3	4	9	4	6	5
Pay Including Overtime	8	23	21	29	20	14
Promotion/Non-Selection	66	107	85	97	57	62
Denied Reassignment	8	13	10	12	8	7
Directed Reassignment	23	16	28	21	20	24
Reasonable Accommodation	18	24	27	46	26	35
Reinstatement	2	0	3	3	2	2
Retirement	3	4	2	5	3	2
Termination	30	34	42	54	43	29
Terms/Conditions of Employment	71	52	72	86	68	53
Time and Attendance	34	35	26	33	30	28

Training	23	21	26	35	39	23
Other	104	125	150	157	129	91

Processing Time	Comparative Data					
	2008	2009	2010	2011	2012	2013
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	188	199	204	224	260	268
Average Number of Days in Final Action Stage	235	326	351	227	304	234
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	200	212	206	232	262	281
Average Number of Days in Final Action Stage	90	203	105	137	180	70
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	184	187	204	215	255	259
Average Number of Days in Final Action Stage	342	403	480	308	441	400

Complaints Dismissed by Agency	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Complaints Dismissed by Agency	63	61	88	84	68	56
Average Days Pending Prior to Dismissal	99	60	114	63	96	40
Total Complaints Withdrawn by Complaints	51	48	50	70	57	40

Total Final Action Finding Discrimintaion	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Number Finding	1	2	2	4	7	2
Without Hearing	0	1	1	0	0	2
With Hearing	1	1	1	4	7	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Number of Findings	1	2	2	4	7	2
Race	1(100.00%)	0	1(50.00%)	2(50.00%)	0	0
Religion	0	0	0	1(25.00%)	0	0
Retaliation	0	2(100.00%)	1(50.00%)	0	6(85.71%)	2(100.00%)
Sex	1(100.00%)	0	0	2(50.00%)	0	0
National Origin	0	0	0	0	0	0
Color	0	0	1(50.00%)	0	0	0
Age	0	0	0	1(25.00%)	1(14.29%)	0
Disability	0	0	0	1(25.00%)	0	1(50.00%)
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					
	2008	2009	2010	2011	2012	2013
Findings After Hearing	1	1	1	4	7	0

Race	1(100.00%)	0	0	2(50.00%)	0	0
Religion	0	0	0	1(25.00%)	0	0
Retaliation	0	1(100.00%)	1(100.00%)	0	6(85.71%)	0
Sex	1(100.00%)	0	0	2(50.00%)	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	1(25.00%)	1(14.29%)	0
Disability	0	0	0	1(25.00%)	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					
	2008	2009	2010	2011	2012	2013
Findings Without Hearing	0	1	1	0	0	2
Race	0	0	1(100.00%)	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	1(100.00%)	0	0	0	2(100.00%)
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	1(100.00%)	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	1(50.00%)
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					
	2008	2009	2010	2011	2012	2013
Total Number of Findings	1	2	2	4	7	2
Appointment	0	0	1(50.00%)	0	0	0
Assignment	0	0	0	1(25.00%)	2(28.57%)	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	1(14.29%)	0
Duty Hours	0	0	0	0	1(14.29%)	0
Evaluation/Appraisal	0	0	0	1(25.00%)	3(42.86%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(100.00%)	0	1(50.00%)	2(50.00%)	1(14.29%)	1(50.00%)
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1(14.29%)	0
Promotion/Non-Selection	1(100.00%)	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	1(14.29%)	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	1(50.00%)
Terms/Conditions of Employment	0	0	0	0	1(14.29%)	0
Time and Attendance	0	1(50.00%)	0	0	2(28.57%)	0
Training	0	0	0	1(25.00%)	1(14.29%)	0

Other	0	1(50.00%)	0	0	2(28.57%)	1(50.00%)
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings After Hearing	1	1	1	4	7	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	1(25.00%)	2(28.57%)	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	1(14.29%)	0
Duty Hours	0	0	0	0	1(14.29%)	0
Evaluation/Appraisal	0	0	0	1(25.00%)	3(42.86%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(100.00%)	0	1(100.00%)	2(50.00%)	1(14.29%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1(14.29%)	0
Promotion/Non-Selection	1(100.00%)	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	1(14.29%)	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	0	1(14.29%)	0
Time and Attendance	0	1(100.00%)	0	0	2(28.57%)	0
Training	0	0	0	1(25.00%)	1(14.29%)	0
Other	0	0	0	0	2(28.57%)	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings Without Hearing	0	1	1	0	0	2
Appointment	0	0	1(100.00%)	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	0	1(50.00%)
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	0	1(50.00%)
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	0	1(100.00%)	0	0	0	1(50.00%)

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Complaints From Previous Fiscal Years	202	215	244	286	340	388
Total Complainants	191	200	222	237	298	349
Number of Complaints Pending in Investigation	14	10	10	25	25	20
Number of Complaints Pending in Hearing	82	123	144	164	217	204
Number of Complaints Pending in Final Action	102	81	83	90	88	162
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	162	165	177	200	232	238

Complaint Investigations	Comparative Data					
	2008	2009	2010	2011	2012	2013
Pending Complaints Where Investigation Exceeds Required Time Frames	121	130	161	210	291	348