



Department of the Air Force

Notification and Federal Employee Antidiscrimination and Retaliation Act (NoFEAR)

Fiscal Year 2023 Quarter 2 Report

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

AirForce HQ

For 2nd Quarter 2023 for period ending March 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 3-31 <i>*This is an aggregation of Q1 and Q2</i>
	2018	2019	2020	2021	2022	
Number of Complaints Filed	358	337	346	323	375	150
Number of Complainants	354	334	339	316	365	143
Repeat Filers	4	3	6	6	6	2

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 3-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	145	138	164	148	134	56
Color	35	53	74	74	76	32
Religion	20	16	11	12	67	20
Reprisal	161	183	145	158	164	54
Sex	129	129	122	118	121	49
PDA	1	1	1	1	2	1
National Origin	33	43	34	40	33	23
Equal Pay Act	5	6	1	5	8	4
Age	118	111	116	117	113	35
Disability	135	123	120	118	142	64
Genetics	2	2	2	5	8	4
Non-EEO	2	2	4	2	5	1

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 3-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Appointment/Hire	49	52	40	44	49	11
Assignment of Duties	42	49	41	49	54	20
Awards	15	11	1	14	7	5
Conversion to Full Time/Perm Status	1	0	0	1	3	0
Disciplinary Action						
Demotion	0	1	3	4	0	1
Reprimand	20	20	17	21	22	5
Suspension	21	25	26	28	15	6
Removal	13	17	14	19	10	8
Other 1	0	0	0	0	0	0
Other 2	0	0	0	0	0	0
Duty Hours	8	8	9	16	8	5
Perf. Eval./ Appraisal	49	42	40	38	44	11
Examination/Test	1	4	3	1	14	2
Harrassment						

Non-Sexual	133	158	171	154	169	58
Sexual	18	19	10	20	21	4
Medical Examination	3	1	2	1	11	3
Pay including overtime	10	9	13	6	14	5
Promotion/Non-Selection	46	37	46	32	43	19
Reassignment						
Denied	0	6	6	4	12	1
Directed	15	18	16	16	14	4
Reasonable Accommodation Disability	42	23	38	35	46	22
Reinstatement	0	0	0	2	0	0
Religious Accommodation	1	1	0	1	17	6
Retirement	5	1	1	3	4	1
Sex-Stereotyping	4	1	2	3	3	2
Telework	4	5	2	9	22	4
Termination	29	21	35	41	37	11
Terms/Conditions of Employment	31	46	33	42	45	12
Time and Attendance	29	35	28	27	45	15
Training	12	15	18	14	18	3
Other						
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 3-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	258.4	236.44	209.4	214.39	189.19	177.28
Average number of days in final action	947.03	1009.4	718.04	364.94	304.54	153.51
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	254.72	242.59	217.21	224.07	210.83	208.96
Average number of days in final action	379.02	632.03	240	156.55	123.46	170.44
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	261.43	232.05	205.01	206.38	178.13	172.71
Average number of days in final action	1371.92	1126.57	810.85	407.06	410.57	140.81

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 3- 31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	36	38	26	28	55	22
Average days pending prior to dismissal	210.89	396.79	304.88	336.11	202.27	213.37
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	37	31	33	34	29	16

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 3-31
	2018	2019	2020	2021	2022	

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 3-31	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		5		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	50
Assignment of Duties	0	0	0	0	1	100	0	0	1	20	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	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	1	100	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other 2	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	20	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	2	200	0	0	0	0	2	40	1	50
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	1	20	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 Disability	0	0	0	0	0	0	0	0	1	20	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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	1	50
Training	0	0	0	0	0	0	0	0	1	20	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		3		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	50
Assignment of Duties	0	0	0	0	0	0	0	0	1	33	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Non-Sexual	0	0	2	100	0	0	0	0	0	1	100	0	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	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	0
Religious Accommodation	0	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	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data						2023 Thru 3-31
	Previous Fiscal Year Data						
	2018	2019	2020	2021	2022		
Total complaints from previous Fiscal Years	1084	1102	1252	1006	703	885	
Total Complainants	1081	1095	1236	984	693	874	
Number complaints pending							
Investigation	236	258	332	237	158	226	
ROI issued, pending Complainant's action	3	0	0	0	1	3	
Hearing	425	435	489	466	304	356	
Final Agency Action	180	194	231	222	164	179	
Appeal with EEOC Office of Federal Operations	200	227	235	260	279	282	

Part 10 Complaint Investigations	Comparative Data						2023 Thru 3-31
	Previous Fiscal Year Data						
	2018	2019	2020	2021	2022		
Pending Complaints Where Investigations Exceed Required Time Frames	318	336	424	308	197	233	