

## **Department of the Air Force**

## Notification and Federal Employee Anti-Discrimination and Retaliation Act (No FEAR)

Fiscal Year 2024 Annual Report

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

AirForce HQ (Includes Sub-Level Offices)

## For 4th Quarter 2024 for period ending September 30, 2024

		Comparative Data										
Part 1 Complaint Activity		Pre	evious Fiscal Year D	Data		2024 Thru 00 20						
	2019	2020	2021	2022	2023	2024 Thru 09-30						
Number of Complaints Filed	337	346	323	375	365	364						
Number of Complainants	334	339	316	365	347	354						
Repeat Filers	3	6	6	6	8	7						

Dort 2 Compleints by Desis						
Part 2 Complaints by Basis		Pre	evious Fiscal Year I	Data		0004 Thm
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 09-30
Race	138	164	148	134	158	174
Color	53	74	74	76	71	82
Religion	16	11	12	67	26	20
Reprisal	183	145	158	164	152	159
Sex	129	122	118	121	123	149
PDA	1	1	1	2	2	4
National Origin	43	34	40	33	51	61
Equal Pay Act	6	1	5	8	9	9
Age	111	116	117	113	99	110
Disability	123	120	118	142	161	141
Genetics	2	2	5	8	4	1
Non-EEO	2	4	2	5	2	5

Part 3 Complaints By Issue			Compar	ative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. The reporting of Reassignment Claims has been changed from two separate Denied and			2024 Thru 09-30			
Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2019	2020	2021	2022	2023	_
Appointment/Hire	52	40	44	49	32	22
Assignment of Duties*	49	41	49	57	0	0
Awards	11	1	14	7	9	6
Conversion to Full Time/Perm Status*	0	0	1	3	0	0
Disciplinary Action Demotion	1	3	4	0	2	4
	•		4	0	2	4
Reprimand**	20 25	17 26	21 28	22 15	0 19	0 20
Suspension Removal	25 17	14	19	10	19	12
Other Disciplinary Actions**	0	0	0	0	29	59
Other 2**	0	0	0	0	0	0
Duty Hours*	8	9	16	8	0	0
Perf. Eval./ Appraisal	42	40	38	44	32	31
Examination/Test	4	3	1	14	2	0
Harassment	•	Ŭ	•			, v
Non-Sexual	158	171	154	169	160	166
Sexual	19	10	20	21	17	21
Medical Examination	1	2	1	11	5	4
Pay including overtime	9	13	6	14	9	12
Promotion/Non-Selection	37	46	32	43	34	34
Reassignment						
Reassignment: Denied/Directed	6	6	4	12	4	6
Directed	18	16	16	14	8	11
Reasonable Accommodation Disability	23	38	35	48	46	40
Reinstatement*	0	0	2	0	0	0
Religious Accommodation	1	0	1	17	7	2
Retirement*	1	1	3	4	0	0
Sex-Stereotyping	1	2	3	3	6	4
Telework	5	2	9	22	15	23
Termination	21	35	41	37	32	43
Terms/Conditions of Employment*	46	33	42	45	0	0
Time and Attendance	35	28	27	45	26	19
Training	15	18	14	18	5	19
Other Terms/Conditions of Employment*	0	0	0	0	78	105
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

	Comparative Data										
Part 4 Processing Time		Pr	evious Fiscal Year D	Data		2024 Thru 00 20					
	2019	2020	2021	2022	2023	– 2024 Thru 09-30					
Complaints pending during fiscal year	•	•	•	•	•	-					
Average number of days in investigation	236.44	209.4	214.39	189.19	184.12	212.2					
Average number of days in final action	1009.4	718.04	364.94	304.54	130.93	89.1					
Complaints pending during fiscal year where h	earing was requested		-		•						
Average number of days in investigation	242.59	217.21	224.07	210.83	182.78	212.25					
Average number of days in final action	632.03	240	156.55	123.46	164.95	85.49					
Complaints pending during fiscal year where h	earing was not reques	ted	-		•	-					
Average number of days in investigation	239.85	205.01	206.38	184.84	186.01	211.8					
Average number of days in final action	1101.31	810.85	407.06	387.71	107.46	89.03					

			Compar	ative Data		
Part 5 Complaints Dismissed by Agency		Previ	ious Fiscal Yea	r Data		2024 Thru 09-30
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	38	26	28	55	41	32
Average days pending prior to dismissal	396.79	304.88	336.11	202.27	105	120.13
	Complaints Withd	rawn by Complai	nants	•		
Total Complaints Withdrawn by Complainants	31	33	34	29	30	27

	Comparative Data											
Part 6 Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data					2024	4 Thru					
	20	019	20	)20	20	)21	20	)22	20	2023		9-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		0		7		10		2	
Without Hearing	4	100	1	100	0	0	2	29	5	50	1	50
With Hearing	0	0	0	0	0	0	5	71	5	50	1	50

Part 7 Finding of Discrimination Rendered by						Compara	ative Data					
Basis				Pre	vious Fis	cal Year D	Data				2024	4 Thru
Note: Complaints can be filed alleging multiple	20	019	20	)20	20	)21	20	)22	20	023		9-30
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		7		13		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	2	28.57	7	53.85	1	50.00
Sex	1	100.00	0	0.00	0	0.00	1	14.29	2	15.38	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	100.00	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00
Disability	0	0.00	0	0.00	0	0.00	4	57.14	3	23.08	1	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings After Hearing	0		0		0		5		6		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	20.00	2	33.33	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00
Disability	0	0.00	0	0.00	0	0.00	3	60.00	3	50.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	1		0		0		2		7		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	50.00	5	71.43	1	100.00
Sex	1	100.00	0	0.00	0	0.00	0	0.00	2	28.57	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with: \* are reported under Other Terms / Conditions of Employment. \*\* are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

					С	ompar	ative D	Data				
Part 8 Finding of Discrimination Rendered by Issue				Previo	us Fise	cal Yea	ar Data	1			2024 Thru (	
r art o'r maing o'r Diseinnination rtendered by issue	20	)19	20	)20	20	21	20	22	2023			30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		8		10		2	
Appointment/Hire	0	0	0	0	0	0	1	13	1	10	0	0
Assignment of Duties*	0	0	1	100	0	0	3	38	0	0	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	1	13	0	0	0	0
Suspension	1	100	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	10	0	0
Other Disciplinary Actions**	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	1	13	0	0	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	2	20	0	0
Non-Sexual	2	200	0	0	0	0	3	38	3	30	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	1	13	3	30	0	0
Reassignment	ł											
Reassignment: Denied/Directed	0	0	0	0	0	0	1	13	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	2	25	1	10	1	50
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	1	50
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	1	10	1	50
Training	0	0	0	0	0	0	2	25	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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		5		5		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	0	0
Assignment of Duties*	0	0	0	0	0	0	3	60	0	0	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	1	20	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	20	0	0
Other Disciplinary Actions**	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	1	20	0	0	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				8								
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	2	40	1	20	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	1	20	1	20	0	0
Reassignment				8	•							
Reassignment: Denied/Directed	0	0	0	0	0	0	1	20	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	1	20	1	20	1	100
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	1	100
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	1	20	1	100
Training	0	0	0	0	0	0	2	40	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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 Without Hearing	2		1		0		2		5		1	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0
Assignment of Duties*	0	0	1	100	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/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	1	50	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	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	0	0	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	2	40	0	0
Non-Sexual	2	100	0	0	0	0	1	50	2	40	1	100
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	2	40	0	0
Reassignment												
Reassignment: Denied/Directed	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	0	0	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	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	us Fiscal Yea	ar Data		2024 Thru
	2019	2020	2021	2022	2023	09-30
Total complaints from previous Fiscal Years	1102	1252	1006	498	338	317
Total Complainants	1095	1236	984	491	336	312
Number complaints pending	•		•	•		•
Investigation	258	332	237	112	50	54
ROI issued, pending Complainant's action	0	0	0	2	62	48
Hearing	435	489	466	248	184	182
Final Agency Action	194	231	222	107	78	61
Appeal with EEOC Office of Federal Operations	227	235	260	193	207	212

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru
	2019	2020	2021	2022	2023	09-30
Pending Complaints Where Investigations Exceed Required Time Frames	336	424	308	134	67	94