



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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
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

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
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	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>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.</p>	Previous Fiscal Year Data					2024 Thru 09-30
	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
Reprimand**	20	17	21	22	0	0
Suspension	25	26	28	15	19	20
Removal	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						
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

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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 09-30
	2019	2020	2021	2022	2023	
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 09-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	336	424	308	134	67	94