

## **Department of the Air Force**

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

Fiscal Year 2024 Quarter 2 Report

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

## AirForce HQ (includes sub-level offices)

For 2nd Quarter 2024 for period ending March 31, 2024

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2024 Thru 02 24
	2019	2020 2021		2022	2023	2024 Thru 03-31
Number of Complaints Filed	337	346	323	375	365	154
Number of Complainants	334	339	316	365	347	152
Repeat Filers	3	6	6	6	8	0

Dort 2 Complaints by Doois						
Part 2 Complaints by Basis		Pre	evious Fiscal Year [	Data		0004 Three
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 03-31
Race	138	164	148	134	158	75
Color	53	74	74	76	71	34
Religion	16	11	12	67	26	7
Reprisal	183	145	158	164	152	70
Sex	129	122	118	121	123	59
PDA	1	1	1	2	2	3
National Origin	43	34	40	33	51	27
Equal Pay Act	6	1	5	8	9	5
Age	111	116	117	113	99	46
Disability	123	120	120 118		161	59
Genetics	2	2	5	8	4	1
Non-EEO	2	4	2	5	2	1

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		Previo	us Fiscal Ye	ar Data		2024 Thru 03-31
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	8
Assignment of Duties*	49	41	49	57	0	0
Awards	11	1	14	7	9	1
Conversion to Full Time/Perm Status*	0	0	1	3	0	0
Disciplinary Action						
Demotion	1	3	4	0	2	1
Reprimand**	20	17	21	22	0	0
Suspension	25	26	28	15	19	8
Removal	17	14	19	10	19	8
Other Disciplinary Actions**	0	0	0	0	29	9
Other 2**	0	0	0	0	0	0
Duty Hours*	8	9	16	8	0	0
Perf. Eval./ Appraisal	42	40	38	44	32	12
Examination/Test	4	3	1	14	2	0
Harassment		•	•			
Non-Sexual	158	171	154	169	160	73
Sexual	19	10	20	21	17	7
Medical Examination	1	2	1	11	5	0
Pay including overtime	9	13	6	14	9	4
Promotion/Non-Selection	37	46	32	43	34	11
Reassignment		•		•		
Reassignment: Denied/Directed	6	6	4	12	4	3
Directed	18	16	16	14	8	6
Reasonable Accommodation Disability	23	38	35	48	46	11
Reinstatement*	0	0	2	0	0	0
Religious Accommodation	1	0	1	17	7	0
Retirement*	1	1	3	4	0	0
Sex-Stereotyping	1	2	3	3	6	1
Telework	5	2	9	22	15	9
Termination	21	35	41	37	32	13
Terms/Conditions of Employment*	46	33	42	45	0	0
Time and Attendance	35	28	27	45	26	9
Training	15	18	14	18	5	6
Other Terms/Conditions of Employment*	0	0	0	0	78	29
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

			Compar	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year [	Data		2024 Thru 02 24
	2019	2020	2021	2022	2023	2024 Thru 03-31
Complaints pending during fiscal year			•			
Average number of days in investigation	236.44	209.4	214.39	189.19	184.12	194.72
Average number of days in final action	1009.4	718.04	364.94	304.54	130.93	86.71
Complaints pending during fiscal year where	hearing was requested	•	•	•		
Average number of days in investigation	242.59	217.21	224.07	210.83	182.78	196.50
Average number of days in final action	632.03	240	156.55	123.46	164.95	101.93
Complaints pending during fiscal year where	hearing was not reques	ted		-	•	•
Average number of days in investigation	239.85	205.01	206.38	184.84	186.01	192.10
Average number of days in final action	1101.31	810.85	407.06	387.71	107.46	62.11

		Comparative Data											
Part 5 Complaints Dismissed by Agency		Prev	ious Fiscal Year	Data		2024 Thru 03-31							
	2019	2020	2021	2022	2023								
Part 5 Complaints Dismissed by Agency	38	26	28	55	41	18							
Average days pending prior to dismissal	396.79	304.88	336.11	202.27	105.76	169.11							
	Complaints Withd	rawn by Complai	nants		•	•							
Total Complaints Withdrawn by Complainants	31	33	34	29	30	9							

					(	Compara	ative Da	ata				
Part 6 Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				2024	4 Thru
	20	2019		)20	20	)21	20	)22	20	)23	03	3-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		0		7		10		4	
Without Hearing	4	100	1	100	0	0	2	29	5	50	2	50
With Hearing	0	0	0	0	0	0	5	71	5	50	2	50

Part 7 Finding of Discrimination Rendered by						Compara	itive Data					
Basis				Pre	vious Fis	cal Year D	ata				2024	1 Thru
Note: Complaints can be filed alleging multiple	20	019	20	)20	20	)21	20	)22	20	)23		3-31
bases. The sum of the bases may not equal total complaints and findings.	#	# %		%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		7		13		4	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
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	3	75.00
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	1	25.00
Disability	0	0.00	0	0.00	0	0.00	4	57.14	3	23.08	3	75.00
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		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	1	20.00	2	33.33	1	50.00
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	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
Finding Without Hearing	1		0		0		2		7		2	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00

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	2	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	1	50.00
Disability	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	2	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

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 C	) ata				
				Previo	us Fisc	cal Yea	ar Data	ì			2024	 Thru 03-
Part 8 Finding of Discrimination Rendered by Issue	20	)19	20	20	20	21	20	)22	20	23	1	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		8		10		4	
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	25
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	!					<u> </u>			<u> </u>			
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	2	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	25
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	25
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		2	
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	<u> </u>	<u> </u>		<u> </u>	<u> </u>		<u> </u>	<u>I</u>				<u> </u>
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												
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	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	20	1	20	0	0
Reassignment	!	<u>!</u>			!	!	<u>I</u>	!				!
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	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	20	1	50
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		2	
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	'	· I	<u>I</u>		<u>!</u>			<u> </u>	<u>I</u>			
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	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	0	0	2	40	0	0
Reassignment	'	Į.	<u>I</u>	!	<u>!</u>			<u>I</u>	<u>I</u>			
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	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	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							
		2024 Thru						
	2019	2020	2021	2022	2023	03-31		
Total complaints from previous Fiscal Years	1102	1252	1006	498	338	470		
Total Complainants	1095	1236	984	491	336	458		
Number complaints pending	•	•	•		•	•		
Investigation	258	332	237	112	50	110		
ROI issued, pending Complainant's action	0	0	0	2	62	80		
Hearing	435	489	466	248	184	247		
Final Agency Action	194	231	222	107	78	84		
Appeal with EEOC Office of Federal Operations	227	235	260	193	207	216		

Part 10 Complaint Investigations	Comparative Data							
		2024 Thru						
	2019	2020	2021	2022	2023	03-31		
Pending Complaints Where Investigations Exceed Required Time Frames	336	424	308	134	67	92		