

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
	TOTAL COMPLETED/ENDED COUNSELING	
C. TOTAL COMPLETED/ENDED COUNSELINGS	870	831
C.1. COUNSELED WITHIN 30 DAYS	250	241
C.2. COUNSELED WITHIN 31 TO 90 DAYS	544	533
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	203	201
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	261	256
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	80	79
C.3. COUNSELED BEYOND 90 DAYS	75	73
C.4. COUNSELED DUE TO REMANDS	1	1
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	165	165
D.2. INITIATED DURING THE REPORTING PERIOD	829	793
D.3. COMPLETED/ENDED COUNSELINGS	870	831
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	119	119
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	310	303
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	427	419
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	14	14
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	124	124

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$1,000.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	1	1	\$500.00
E.3. LUMP SUM PAYMENT	1	1	\$500.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	15	15	
F.1. HIRES	0	0	
F.1.a. RETROACTIVE	0	0	
F.1.b. NON-RETROACTIVE	0	0	
F.2. PROMOTIONS	0	0	
F.2.a. RETROACTIVE	0	0	
F.2.b. NON-RETROACTIVE	0	0	
F.3. EXPUNGEMENTS	2	2	
F.4. REASSIGNMENTS	2	2	
F.5. REMOVALS RESCINDED	1	1	
F.5.a. REINSTATEMENT	0	0	
F.5.b. VOLUNTARY RESIGNATION	1	1	
F.6. ACCOMMODATIONS	1	1	
F.7. TRAINING	1	1	
F.8. APOLOGY	0	0	
F.9. DISCIPLINARY ACTIONS	2	2	
F.9.a. RESCINDED	1	1	
F.9.b. MODIFIED	1	1	
F.10. PERFORMANCE EVALUATION MODIFIED	1	1	
F.11. LEAVE RESTORED	1	1	
F.12. NEUTRAL REFERENCE	9	9	
F.13.0	0	0	
F.14	0	0	

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	13	13	\$157,234.75
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	2	2	\$12,772.18
G.3. LUMP SUM PAYMENT	12	12	\$144,462.57
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELING	INDIVIDUALS	
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	96	96	
H.1. HIRES	0	0	
H.1.a. RETROACTIVE	0	0	
H.1.b. NON-RETROACTIVE	0	0	
H.2. PROMOTIONS	0	0	
H.2.a. RETROACTIVE	0	0	
H.2.b. NON-RETROACTIVE	0	0	
H.3. EXPUNGEMENTS	5	5	
H.4. REASSIGNMENTS	14	14	
H.5. REMOVALS RESCINDED	3	3	
H.5.a. REINSTATEMENT	1	1	
H.5.b. VOLUNTARY RESIGNATION	2	2	
H.6. ACCOMMODATIONS	5	5	
H.7. TRAINING	8	8	
H.8. APOLOGY	2	2	
H.9. DISCIPLINARY ACTIONS	18	18	
H.9.a. RESCINDED	15	15	
H.9.b. MODIFIED	3	3	
H.10. PERFORMANCE EVALUATION MODIFIED	6	6	
H.11. LEAVE RESTORED	7	7	
H.12. NEUTRAL REFERENCE	19	19	
H.13. CHANGE OF SUPERVISOR	82	82	
H.14	0	0	

I. NON-ADR SETTLEMENTS			
	COUNSELING	INDIVIDUALS	
TOTAL	17	17	

PART II - FORMAL COMPLAINT ACTIVITIES

810	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
432	B. COMPLAINTS FILED
3	C. REMANDS (sum of lines C1+C2+C3)
3	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
1,245	D. TOTAL COMPLAINTS
1,217	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
289	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
28	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
6	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
950	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
425	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
14	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	166,788			
A.1.b. PERMANENT EMPLOYEES	138,643			
A.2. COUNSELOR	379		2	
A.2.a. FULL-TIME	328	86.54	2	100
A.2.b. PART-TIME	18	4.75	0	0
A.2.c. COLLATERAL DUTY	33	8.71	0	0
A.3. INVESTIGATOR	0		0	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	71	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	20	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	36	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	23	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	308	2	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	128	0	0	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	2	2	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	180	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	James H. Carlock
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	
	PERSON	
	TITLE	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	
	PERSON	Lt Col Jerry Norwood
	TITLE	EO Operations, Director
4.	WHO DOES THAT PERSON REPORT TO?	
	PERSON	Cinni J Youngblood
	TITLE	EO Operations, Manager

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE			
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES							
A. APPOINTMENT/HIRE	0	1	0	9	1	3	2	0	3	53	27	27	
B. ASSIGNMENT OF DUTIES	0	2	0	12	2	2	9	1	21	123	58	58	
C. AWARDS	0	2	0	6	0	0	2	0	6	28	14	13	
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	1	2	0	26	3	3	7	1	37	172	98	92	
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	3	2	2	
E.2. REPRIMAND	0	0	0	8	1	1	1	0	8	42	34	29	
E.3. SUSPENSION	1	0	0	8	1	1	2	0	11	57	34	34	
E.4. REMOVAL	0	0	0	4	0	0	1	0	3	15	8	8	
E.5 5. EQUALITY IN DISCIPLINARY A	0	2	0	6	1	1	3	1	14	55	29	29	
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	0	1	0	1	2	1	3	0	10	48	24	24	
G. PERF. EVAL./APPRAISAL	0	3	1	14	1	0	3	2	22	103	54	54	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	2	8	0	38	4	2	18	8	55	315	166	158	
I.1. NON-SEXUAL	2	8	0	38	4	2	18	8	54	289	152	144	
I.2. SEXUAL									1	26	25	25	
J. MEDICAL EXAMINATION	0	0	0	3	0	0	0	0	1	15	7	7	
K. PAY INCLUDING OVERTIME	0	1	0	1	1	0	1	0	6	29	16	16	
L. PROMOTION/NON-SELECTION	0	3	0	29	4	2	7	3	27	158	77	75	
M. REASSIGNMENT	0	0	0	7	1	0	3	0	8	40	22	22	
M.1. DENIED	0	0	0	4	0	0	2	0	1	17	11	11	
M.2. DIRECTED	0	0	0	3	1	0	1	0	7	23	12	12	
N. REASONABLE ACCOMMODATION									7	49	38	37	
O. REINSTATEMENT	0	0	0	1	0	0	1	0	2	8	4	4	
P. RELIGIOUS ACCOMODATION									0	0	0	0	
Q. RETIREMENT	0	1	0	0	0	0	0	1	0	9	4	4	
R. SEX-STEROTYPING										0	0	0	
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	
T. TERMINATION	0	0	0	7	0	1	4	1	8	45	26	21	
U. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	11	3	1	7	1	16	90	53	48	
V. TIME AND ATTENDANCE	0	1	0	9	0	1	1	0	10	47	32	27	
W. TRAINING	0	0	0	10	2	0	4	1	4	55	26	26	
X. OTHER (Please specify below)	1	1	0	24	6	0	10	2	36	173	173	173	
X.1. 1. WORKPLACE POLICY	1	1	0	24	6	0	10	2	36	173	104	97	
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL ALL ISSUES BY BASES	4	28	1	208	30	16	82	21	279				
TOTAL ALL COMPLAINTS FILED BY BASES	2	14	1	125	20	9	41	12	169				

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINANTS BY BASES	2	14	1	123	19	8	41	12	166			

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AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	3	2	0	1	0	3			13	4	6	2	53	27	27
B. ASSIGNMENT OF DUTIES	6	14	0	2	3	4			21	7	17	0	123	58	58
C. AWARDS	1	5	0	0	0	2			3	0	1	0	28	14	13
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	8	12	0	0	3	4			28	14	23	0	172	98	92
E.1. DEMOTION	1	1	0	0	0	0			0	0	0	0	3	2	2
E.2. REPRIMAND	3	0	0	0	1	2			6	5	6	0	42	34	29
E.3. SUSPENSION	3	3	0	0	1	0			8	7	11	0	57	34	34
E.4. REMOVAL	0	1	0	0	0	0			4	1	1	0	15	8	8
E.5.	1	7	0	0	1	2			10	1	5	0	55	29	29
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	4	0	0	1	2			6	5	12	0	48	24	24
G. EVALUATION/APPRaisal	2	10	0	0	1	4			17	8	15	0	103	54	54
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	17	54	0	0	7	11			40	15	35	1	315	166	158
I.1. NON-SEXUAL	10	36	0	0	7	11			40	15	35	1	289	152	144
I.2. SEXUAL	7	18	0	0									26	25	25
J. MEDICAL EXAMINATION	0	0	0	0	0	0			3	2	6	0	15	7	7
K. PAY INCLUDING OVERTIME	0	5	0	0	1	2	1	1	5	1	3	0	29	16	16
L. PROMOTION/NON-SELECTION	8	14	0	2	6	5			37	3	8	0	158	77	75
M. REASSIGNMENT	1	3	0	0	0	1			5	5	6	0	40	22	22
M.1. DENIED	0	0	0	0	0	0			3	3	4	0	17	11	11
M.2. DIRECTED	1	3	0	0	0	1			2	2	2	0	23	12	12
N. REASONABLE ACCOMMODATION DISABILI				0						13	29	0	49	38	37
O. REINSTATEMENT	0	2	0	0	0	1			1	0	0	0	8	4	4
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	1	0	0	0	1			3	0	2	0	9	4	4
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0
T. TERMINATION	0	7	0	2	0	1			7	1	6	0	45	26	21
U. TERMS/CONDITIONS OF EMPLOYMENT	3	10	0	2	3	3			15	5	7	1	90	53	48
V. TIME AND ATTENDANCE	2	3	0	1	0	2			1	3	13	0	47	32	27
W. TRAINING	4	7	0	2	2	2			11	3	3	0	55	26	26
X. OTHER (Please specify below)	9	19	0	3	5	4			16	13	24	0	173	173	173
X.1. WORKPLACE POLICY	9	19	0	3	5	4			16	13	24	0	173	104	97
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	64	172	0	15	32	52	1	1	232	102	216	4			
TOTAL ALL COMPLAINTS FILED BY BASES	40	94	0	5	19	26	1	1	132	50	113	3			

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REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINANTS BY BASES	40	94	0	5	18	26	1	1	131	50	110	3			

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REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	3	1	0	1	0	0	2	1	1	9	5	5
B. ASSIGNMENT OF DUTIES	0	0	0	8	4	0	5	1	9	36	15	15	28	14	13
C. AWARDS	0	1	0	1	0	0	1	0	3	2	2	2	10	4	4
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	12	3	1	2	0	16	46	28	28	35	20	20
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	5	2	1	1	0	6	21	10	10	11	6	6
E.3. SUSPENSION	0	0	0	3	0	0	1	0	2	13	9	9	1	1	1
E.4. REMOVAL	0	0	0	4	1	0	0	0	8	0	0	0	4	2	2
E.5. 5.	0	0	0	0	0	0	0	0	0	12	9	9	19	11	11
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	1	0	0	0	3	7	5	5	2	2	2
G. PERF. EVAL./APPRAISAL	0	1	0	14	1	0	3	0	14	25	13	13	32	21	18
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
I. HARASSMENT	0	6	0	21	8	0	4	1	23	93	74	74	88	55	53
I.1. NON-SEXUAL	0	6	0	21	8	0	4	1	22	87	46	46	78	46	44
I.2. SEXUAL									1	6	6	6	10	9	9
J. MEDICAL EXAMINATION	1	0	0	1	0	0	0	0	0	4	2	2	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	2	2	0	1	0	3	10	8	8	8	4	4
L. PROMOTION/NON-SELECTION	1	1	0	12	0	1	4	0	8	18	8	8	33	16	15
M. REASSIGNMENT	0	0	0	2	0	1	0	0	4	6	4	4	9	6	6
M.1. DENIED	0	0	0	1	0	1	0	0	0	0	0	0	4	3	3
M.2. DIRECTED	0	0	0	1	0	0	0	0	4	6	4	4	5	3	3
N. REASONABLE ACCOMMODATION									3	17	14	14	15	12	11
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	1	1	1	1	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	2	0	0	0	0	2	10	6	6	7	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	3	6	0	2	0	6	28	11	11	19	10	10
V. TIME AND ATTENDANCE	0	0	0	2	2	0	1	0	3	15	8	8	12	6	6
W. TRAINING	1	0	0	2	0	0	1	0	3	10	6	6	13	8	7
X. OTHER (Please specify below)	0	2	0	11	2	0	2	0	16	46	26	26	29	19	19
X.1. 1. POSITION REVIEW/UPGRADE	0	2	0	11	2	0	2	0	16	46	26	26	29	19	19
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	6	0	42	26	1	15	2	57						
I.1A. NUMBER OF COUNSELINGS SETTLED	0	5	0	23	12	1	7	2	33						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	5	0	23	12	1	7	2	33						
2. COMPLAINT SETTLEMENT ALLEGATIONS	2	7	0	53	4	2	12	0	60						
2.2A. NUMBER OF COMPLAINTS SETTLED	2	4	0	32	4	1	5	0	38						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	2	4	0	26	4	1	5	0	32						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	2	0	0	1	0			3	0	0	0	2	1	1	9	5	5
B. ASSIGNMENT OF DUTIES	0	15	0	0	3	1			13	1	4	0	36	15	15	28	14	13
C. AWARDS	0	2	0	0	0	1			1	0	1	0	2	2	2	10	4	4
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	2	10	0	0	3	0			23	2	7	0	46	28	28	35	20	20
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	3	0	0	3	0			8	1	2	0	21	10	10	11	6	6
E.3. SUSPENSION	1	1	0	0	0	0			5	0	1	0	13	9	9	1	1	1
E.4. REMOVAL	0	0	0	0	0	0			1	1	1	0	0	0	0	4	2	2
E.5. 5.	1	6	0	0	0	0			9	0	3	0	12	9	9	8	11	11
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	1			2	0	2	0	7	5	5	2	2	2
G. EVALUATION/APPRaisal	3	4	0	0	0	1			8	2	6	0	25	13	13	32	21	18
H. EXAMINATION/TEST	0	0	0	0	0	0			0	1	0	0	0	0	0	1	1	1
I. HARASSMENT	4	45	0	1	5	1			30	13	21	0	93	74	74	88	55	53
I.1. NON-SEXUAL	3	31	0	1	5	1			30	13	21	0	87	46	46	78	46	44
I.2. SEXUAL	1	14	0	0									6	6	6	10	9	9
J. MEDICAL EXAMINATION	0	0	0	0	0	0			2	0	3	0	4	2	2	2	1	1
K. PAY INCLUDING OVERTIME	1	2	0	0	0	0	0	2	4	0	1	0	10	8	8	8	4	4
L. PROMOTION/NON-SELECTION	1	9	0	0	0	1			10	0	3	0	18	8	8	33	16	15
M. REASSIGNMENT	0	2	0	0	1	0			4	0	1	0	6	4	4	9	6	6
M.1. DENIED	0	0	0	0	0	0			2	0	0	0	0	0	0	4	3	3
M.2. DIRECTED	0	2	0	0	1	0			2	0	1	0	6	4	4	5	3	3
N. REASONABLE ACCOMMODATION DISABILITY				0						8	21	0	17	14	14	15	12	11
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	1	2	0	1	0	2			1	3	3	0	10	6	6	7	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	11	0	1	2	1			8	0	5	0	28	11	11	19	10	10
V. TIME AND ATTENDANCE	1	5	0	1	1	1			5	0	5	0	15	8	8	12	6	6
W. TRAINING	1	5	0	0	1	1			5	1	2	0	10	6	6	13	8	7
X. OTHER (Please specify below)	2	12	0	0	2	1			10	4	11	0	46	26	26	29	19	19
X.1. 1. POSITION REVIEW/UPGRADE	2	12	0	0	2	1			10	4	11	0	46	26	26	29	19	19
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	7	49	0	3	12	7	0	0	77	17	54	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	6	31	0	1	7	4	0	0	39	12	29	0						

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.B. NUMBER OF COUNSELEES SETTLED WITH	6	31	0	1	7	4	0	0	39	12	29	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	10	77	0	1	7	5	0	2	52	18	42	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	7	39	0	1	3	3	0	2	23	10	25	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	6	34	0	1	3	3	0	2	23	10	24	0						

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 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING									0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								

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AGENCY OR DEPARTMENT: DOD Department of the Air Force

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
I.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART V - SUMMARY OF CLOSURES BY STATUTE

236	A.1. TITLE VII
5	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
75	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
85	A.3. REHABILITATION ACT
6	A.4. EQUAL PAY ACT (EPA)
3	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
410	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	295	144757	490.70
A.1. WITHDRAWALS	38	7256	190.95
A.1.a. NON-ADR WITHDRAWALS	36	7089	196.92
A.1.b. ADR WITHDRAWALS	2	167	83.50
A.2. SETTLEMENTS	106	49669	468.58
A.2.a. NON-ADR SETTLEMENTS	69	39817	577.06
A.2.b. ADR SETTLEMENTS	37	9852	266.27
A.3. FINAL AGENCY ACTIONS	151	87832	581.67
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	109	50308	461.54
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	51	46451	910.80
B.3. DISMISSAL OF COMPLAINTS	58	3857	66.50
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	42	37524	893.43
C.1. AJ DECISION FULLY IMPLEMENTED	40	35404	885.10
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	34	30793	905.68
C.1.c. DISMISSAL OF COMPLAINTS	6	4611	768.50
C.2. AJ DECISION NOT FULLY IMPLEMENTED	2	2120	1,060.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	2	2120	1,060.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	51	28674	562.24
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	33	17592	533.09
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	33	17592	533.09
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	16	11080	692.50
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	16	11080	692.50
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	2	2	1.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	2	2	1.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	106	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	63	\$1,732,760.02
B.1. BACK PAY/FRONT PAY	6	\$258,489.00
B.2. LUMP SUM PAYMENT	56	\$1,219,167.38
B.3. COMPENSATORY DAMAGES	1	\$25,000.00
B.4. ATTORNEY FEES AND COSTS	13	\$230,103.64
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	\$0.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	44	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.1.a. RETROACTIVE	1	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	3	3
F.2.a. RETROACTIVE	1	0
F.2.b. NON-RETROACTIVE	2	3
F.3. EXPUNGEMENTS	14	7
F.4. REASSIGNMENTS	5	8
F.5. REMOVALS RESCINDED	4	5
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	3	5
F.6. ACCOMMODATIONS	1	0
F.7. TRAINING	2	5
F.8. APOLOGY	0	3
F.9. DISCIPLINARY ACTIONS	2	7
F.9.a. RESCINDED	2	3
F.9.b. MODIFIED	0	4
F.10. PERFORMANCE EVALUATION MODIFIED	11	2
F.11. LEAVE RESTORED	6	5
F.12. NEUTRAL REFERENCE	13	13
F.13. 13.	0	0
F.14. 14.	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	950	657132			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	3	1205	401.67	659	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	0	0	0	0	
A.2. COMPLAINTS PENDING IN INVESTIGATION	275	61706	224.39	1990	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	322	299034	928.68	6655	480-2011-00504X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	350	295187	843.39	2010	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	181	38472	212.55
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	181	38472	212.55
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	75	11435	152.47
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	95	22100	232.63
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	10	2255	225.50
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	85	19845	233.47
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	11	4937	448.82
A.2. AGENCY INVESTIGATION COSTS	\$878,000.23		\$4,850.83
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	0	0	0.00
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$0.00		\$0.00

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	543	528		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	208	206		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	335	322		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
C.1. INHOUSE	157	144		
C.2. ANOTHER FEDERAL AGENCY	13	13		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	1	1		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	108	108		
C.5. FEDERAL EXECUTIVE BOARD	1	1		
C.6.	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
D.1. MEDIATION	280	267	14068	50.24
D.2. SETTLEMENT CONFERENCES	4	4	66	16.50
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	45	43	1803	40.07
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E.1. TOTAL CLOSED	335	322	17597	52.53
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	102	102	5481	53.74
E.1.b. NO FORMAL COMPLAINT FILED	59	58	2485	42.12
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	119	110	6102	51.28
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	55	55	3529	64.16
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

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 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		116	112		
B.2. REJECTED BY COMPLAINANT		62	62		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		54	50		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		51	47		
C.1. INHOUSE		23	22		
C.2. ANOTHER FEDERAL AGENCY		26	23		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		2	2		
C.6.		0	0		
C.7.		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		51	47	1272	24.94
D.1. MEDIATION		36	35	1165	32.36
D.2. SETTLEMENT CONFERENCES		8	6	15	1.88
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		7	6	92	13.14
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		54	50	1324	24.52
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		37	35	1104	29.84
E.1.b. WITHDRAWAL FROM EEO PROCESS		2	2	13	6.50
E.1.c. NO RESOLUTION		12	10	155	12.92
E.1.d. NO ADR ATTEMPT		3	3	52	17.33
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		19	17	\$424,423.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		19	17	\$405,798.00	
F.1.d. ATTORNEY FEES AND COSTS		3	3	\$18,625.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		27	27		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		4	4		
F.2.d. REASSIGNMENTS		8	8		
F.2.e. REMOVALS RESCINDED		4	4		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		4	4		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		1	1		
F.2.h. APOLOGY		1	1		
F.2.i. DISCIPLINARY ACTIONS		4	3		
F.2.i.i. RESCINDED		3	3		
F.2.i.ii. MODIFIED		1	1		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		12	12		
F.2.l. NEUTRAL REFERENCE		0	0		
F.2.m.		0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	166788
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	31
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	31
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
D. EEO ADR FUNDING SPENT	AMOUNT
	\$4,147.00

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Norman Jacobson
E.2. TITLE	Director, AF ADR Program
E.3. TELEPHONE NUMBER	703-604-0564
E.4. EMAIL	norman.jacobson2.civ@mail.mil

F. EEO ADR PROGRAM INFORMATION

	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.1a. If yes, is there a written policy requiring the participation?		
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	James Carlock
TITLE OF CERTIFYING OFFICIAL:	Director, Equal Opportunity
TELEPHONE NUMBER:	(240) 612-4113
E-MAIL:	james.h.carlock.civ@mail.mil
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	29-10-2015

NAME OF PREPARER:	Cinni Youngblood
TITLE OF PREPARER:	Manager, EO Operations
TELEPHONE NUMBER:	(210) 565-4964
E-MAIL:	cinni.youngblood@us.af.mil
DATE:	29-10-2015

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2015

Form 462 Comments

Part Name	COMMENT(expression left evaluation symbol expression right value1 value2 comment)
Part I	<p>D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) = D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) 165 153 The difference is because cases pending decision to file formal at the end of FY14 but notices not received prior to last year's report being final.</p> <p>D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) = D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) 165 151 The difference is because cases pending decision to file formal at the end of FY14 but notices not received prior to last year's report being final.</p> <p>D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II.J 419 425 Difference between Part I Line D.3.c and Part I II J; counseling pending at the end of FY14 field formal in FY15.</p> <p>D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints = Part II.B 427 432 Difference between Part I Line D.3.c and Par t II B; counseling pending at the ned of FY14 filed formal in FY15</p>
Part II	<p>A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) = I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) 810 682 Difference between Part I Line D.3.c and Part 11; counseling pending at the end of FY14 field formal in FY15</p>
PART III	<p>If Part IX.A1>0, Then B.1 (Investigators Agency) + B.1 (Couns/Investig Agency) + B.2 (Investigators Agency) + B.2 (Couns/Investig Agency) > 0 0 0 The agency uses IRD to conduct its EEO investigations.</p>
Part III	<p>B.1.c. Staff Receiving No Training At All (counselors Agency) > 0 23 0 Budget cuts and funding issues</p> <p>B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 180 0 Budget cuts and funding issues</p>
Part VIII	<p>A3 -- Complaints In Hearing - Average Days >= 180 928.67701863354 180 oldest case pending EB1M97008, hearing #480-2011-00504X was changed from #340-99-3529X. A hearing was held on 30 Janu 2014. The Agency received Judge Abram's decision on 8 Jul 2015. There has been no updates as of now. Judge Abrams never sent out an order concerning discovery on the issue of damages for the issue he ound in the complainant's favor. Any assistance from EEOC would be greatly appreciated especially if Judge Abrams may be retiring soon.</p>
Part IX	<p>A1c -- Investigations Completed in 361 or More Days (Average days) > 360 448.818181818182 360 exceeding the timefram has to do with some EO office are staffed with Reservist which are only in the EO office one weekend per month.</p> <p>A2 -- Cost of Agency Investigations Average between 0 and 10000 4850.83 10000 Average cost received from IRD which went down from FY14</p> <p>A4 -- Cost of Contractor Investigations Average between 0 and 10000 0 10000 Agency does not use contract employees to conduct investigations.</p>
Part X	<p>If C.4>0, then comment required N/A N/A 108 0 Inhouse and other federal agencies</p> <p>If D.8>0, then comment required N/A N/A 0 0 Settlement conference and facilitation</p>
PART XII	<p>F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?, YES/NO Not empty N/A No</p> <p>F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?, YES/NO Not empty N/A No</p>
Part XII	<p>B. -- Employees That Can Participate In Eeo Adr <= Part III.A.1.a 166788 166788 All employees can participate in EEO ADR</p>