

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

Mixed Cases are Included in this report.

Total Elapsed Time: 00:01:50

AGENCY OR DEPARTMENT: AirForce HQ (and below)	REPORTING PERIOD: 10/01/2015 – 09/30/2016
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Part I – Pre-Complaint Activities

EEO Counselor

	Counselings	Individuals
A. Intentionally Left Blank		

ADR Intake Officer

	Counselings	Individuals
B. Intentionally Left Blank		

Total Completed/Ended Counselings

	Counselings	Individuals
C. Total Completed/Ended Counselings	650	649
1. Counseled Within 30 Days	151	151
2. Counseled Within 31 to 90 Days	360	359
a. Counseled Within Written Extension Period No Longer Than 60 Days	110	110

Non-ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
E. Total	1	1	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other	1	1	\$0.00
6.			

Non-ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals
F. Total	0	0
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0

b. Counseled Within 90 Days Where Individual Participated in ADR	155	155
c. Counseled Within 31-90 Days That Were Untimely	95	95
3. Counseled Beyond 90 Days	139	139
4. Counseled Due to Remands	0	0

Pre-Complaint Activities

	Counselings	Individuals
D. Pre-Complaint Activities		
1. On Hand at the Beginning of the Reporting Period	154	154
2. Initiated during the Reporting Period	696	693
3. Completed/Ended Counseling	558	632
a. Settlements (Monetary and Non-Monetary)	5	5
b. Withdrawal/No Complaint Filed	270	270
c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period	271	271
d. Decision to File Complaint Pending at the End of the Reporting Period	12	12
4. Counselings Pending at the End of the Reporting Period	198	197

3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	0	0
11. Leave Restored	0	0
12. Neutral Reference	0	0
13. Other	0	0
14.		

ADR Settlements with Monetary Benefits

	Counselings	Individuals	Amount
G. Total	0	0	\$0.00
1. Compensatory Damages	0	0	\$0.00
2. Backpay / Frontpay	0	0	\$0.00
3. Lump Sum Payment	0	0	\$0.00
4. Attorney's Fees and Costs	0	0	\$0.00
5. Other	0	0	0
6.			

ADR Settlements With Non-Monetary Benefits

	Counselings	Individuals

H. Total	3	3
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	0	0
5. Removals Rescinded	0	0
a. Reinstatement	0	0
b. Voluntary Resignation	0	0
6. Accommodations	0	0
7. Training	0	0
8. Apology	0	0
9. Disciplinary Actions	0	0
a. Rescinded	0	0
b. Modified	0	0
10. Performance Evaluation Modified	2	2
11. Leave Restored	1	1
12. Neutral Reference	0	0
13. Other	0	0
14.		

NON-ADR SETTLEMENTS

	Counselings	Individuals
I. Total	2	2

**AGENCY OR DEPARTMENT: AirForce
HQ (and below)**

**REPORTING PERIOD: 10/01/2015
– 09/30/2016**

Part II – Formal Complaint Activities

A. Complaints on Hand at the Beginning of the Reporting Period	910
B. Complaints Filed	310
C. Remands (sum of lines C1 + C2 + C3)	6
C.1. Remands (Not Included in A or B)	4
C.2. Remands (Included in A or B)	2
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	0
D. Total Complaints (sum of lines A + B + C1)	1224
E. Complaints in Line D that were NOT Consolidated	1224
F. Complaints in Line E that were Closed During Report Period	186
G. Complaints in Line D that WERE Consolidated	1
H. Complaints in Line G that were Closed During Report Period	0
I. Complaints On Hand at the end of the Reporting Period (Line D - (F + H) + [(C2 + C3) - C4])	1040
J. Individuals Filing Complaints (Complainants)	310
K. Number of Joint Processing Units from Consolidation of Complaints	0

AGENCY OR DEPARTMENT: AirForce
HQ (and below)

REPORTING PERIOD: 10/01/2015
– 09/30/2016

Part III – Agency Resources, Training, Reporting Line

A. Agency & Contract Resources

	Agency		Contract	
	Number	Percent	Number	Percent
1. Work Force				
a. Total Work Force	0			
b. Permanent Employees	0			
2. Counselors	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
3. Investigators	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0
4. Counselor/Investigator	0		0	
a. Full-Time	0	0	0	0
b. Part-Time	0	0	0	0
c. Collateral Duty	0	0	0	0

B. Agency & Contract Staff Training

	Counselor		Investigator		Counselor/Investigator	
	Agency	Contract	Agency	Contract	Agency	Contract
1. New Staff (NS) – Total	0	0	0	0	0	0
a. NS Receiving Required 32 Or More Hours	0	0	0	0	0	0
b. NS Receiving 8 Or More Hours, Usually Given To Experienced Staff	0	0	0	0	0	0
c. NS Receiving No Training At All	0	0	0	0	0	0
2. Experienced Staff (ES) – Total	0	0	0	0	0	0
a. ES Receiving Required 8 Or More Hours	0	0	0	0	0	0
b. ES Receiving 32 Or More Hours, Generally Given To New Staff	0	0	0	0	0	0
c. ES Receiving No Training At All	0	0	0	0	0	0

C. Reporting Line

1. EEO Director's Name:	
1a. Does the EEO Director Report to the Agency Head? (Yes/No)	NO
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: Title:
4. Who does that person report to?	Person: Title:

AGENCY OR DEPARTMENT: AirForce HQ (and below)

REPORTING PERIOD: 10/01/2015 – 09/30/2016

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
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
A. Appointment/Hire	0	0	0	10	0	0	2	1	7	43	22	22
B. Assignment of Duties	0	0	0	14	1	0	5	1	16	85	44	44
C. Awards	0	0	0	4	0	0	3	0	6	21	9	9
D. Conversion to Full Time/Perm Status	0	0	0	1	0	0	1	0	0	3	2	2
E. Disciplinary Action	0	1	0	22	6	0	11	2	44	184	99	99
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	3	3	0	2	0	8	37	20	20
3. Suspension	0	0	0	7	1	0	2	0	14	46	24	24
4. Removal	0	1	0	4	0	0	1	1	7	31	17	17
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	8	2	0	6	1	15	70	38	38
7.												
F. Duty Hours	0	0	0	4	0	0	2	1	12	41	21	21
G. Perf. Eval./ Appraisal	0	0	0	10	5	0	5	0	21	64	33	33
H. Examination/Test	0	0	0	0	0	0	0	0	0	4	3	3
I. Harassment	0	1	0	31	5	1	14	7	56	250	127	127
1. Non-Sexual	0	1	0	31	5	1	14	7	53	233	111	111
2. Sexual				1			1	1	3	17	16	16
J. Medical Examination	0	0	0	1	0	0	0	0	1	9	4	4
K. Pay Including Overtime	0	0	0	0	0	0	1	1	5	18	13	13
L. Promotion/Non-Selection	0	1	0	43	5	1	17	3	31	185	90	90
M. Reassignment	0	0	0	4	1	0	0	1	3	14	10	10

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
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races						
1. Denied	0	0	0	2	1	0	0	0	1	7	6	6
2. Directed	0	0	0	2	0	0	0	1	2	7	4	4
N. Reasonable Accommodation Disability				4					8	36	26	26
O. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
P. Religious Accommodation								0	0	0	0	0
Q. Retirement	0	0	0	0	0	0	0	0	0	2	2	2
R. Sex-Stereotyping										0	0	0
S. Telework	0	0	0	2	0	0	0	0	1	8	3	3
T. Termination	0	0	0	3	2	0	1	0	6	28	17	17
U. Terms/Conditions of Employment	0	0	1	9	2	0	4	2	15	67	30	30
V. Time and Attendance	0	0	0	5	1	0	3	0	8	34	17	17
W. Training	0	0	0	4	0	0	4	1	5	21	10	10
X. Other (Please Specify Below)	0	0	0	6	0	0	12	0	19	63	36	36
User Defined - Other 1	0	0	0	6	0	0	12	0	19	63	36	36
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
Total All Issues by Bases	0	3	1	173	28	2	85	20	264			
Total All Complaints Filed by Bases	0	1	1	121	16	2	45	11	142			
Total All Complainants by Bases	0	1	1	121	16	2	45	11	142			

Part IV – Bases and Issues Alleged in Complaints Filed (Part 2)

Issues of Alleged Discrimination	Bases of Alleged Discrimination														
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Total all bases by issue	Total all complaints by issue	Total all complainants by issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical				
A. Appointment/Hire	2	2	0	0	0	2			10	0	7	0	43	22	22
B. Assignment of Duties	2	11	0	0	2	1			13	5	12	2	85	44	44
C. Awards	0	2	0	0	0	1			2	0	3	0	21	9	9
D. Conversion to Full Time/Perm Status	0	0	0	0	0	0			0	0	1	0	3	2	2
E. Disciplinary Action	9	16	0	0	2	2			24	19	25	1	184	99	99
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0
2. Reprimand	1	2	0	0	1	0			8	4	4	1	37	20	20
3. Suspension	2	4	0	0	1	0			4	5	6	0	46	24	24
4. Removal	3	1	0	0	0	1			4	1	7	0	31	17	17
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0
6. Other	3	9	0	0	0	1			8	9	8	0	70	38	38
7.															
F. Duty Hours	1	3	0	0	0	0			8	2	6	2	41	21	21
G. Perf. Eval./ Appraisal	1	7	0	0	1	0			7	3	4	0	64	33	33
H. Examination/Test	0	2	0	0	0	0			1	0	1	0	4	3	3
I. Harassment	11	44	0	0	6	4			28	11	29	2	250	127	127
1. Non-Sexual	10	31	0	0	6	4			28	11	29	2	233	111	111
2. Sexual	1	13	0	0					3		1		17	16	16
J. Medical Examination	0	2	0	0	0	0			1	1	3	0	9	4	4
K. Pay Including Overtime	2	2	0	0	1	0	0	0	3	0	3	0	18	13	13
L. Promotion/Non-Selection	10	12	0	0	4	1			35	5	16	1	185	90	90
M. Reassignment	1	0	0	0	1	0			2	0	1	0	14	10	10
1. Denied	0	0	0	0	1	0			1	0	1	0	7	6	6
2. Directed	1	0	0	0	0	0			1	0	0	0	7	4	4
N. Reasonable Accommodation Disability		5		0		2			4	6	21	1	36	26	26
O. Reinstatement	0	0	0	0	0	0			0	0	0	0	0	0	0

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				
P. Religious Accommodation													0	0	0
Q. Retirement	0	0	0	0	0	0			2	0	0	0	2	2	2
R. Sex-Stereotyping	0	0	0										0	0	0
S. Telework	1	1	0	0	0	0			1	1	1	0	8	3	3
T. Termination	0	3	0	0	0	0			3	5	5	0	28	17	17
U. Terms/Conditions of Employment	1	7	0	0	2	1			9	5	9	0	67	30	30
V. Time and Attendance	1	1	0	0	0	1			4	3	7	0	34	17	17
W. Training	1	1	0	0	1	0			3	0	1	0	21	10	10
X. Other (Please Specify Below)	1	5	0	0	0	0			7	5	8	0	63	36	36
User Defined - Other 1	1	5	0	0	0	0			7	5	8	0	63	36	36
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
Total All Issues by Bases	44	121	0	0	20	13	0	0	163	71	163	9			
Total All Complaints Filed by Bases	30	74	0	0	13	8	0	0	106	34	96	6			
Total All Complainants by Bases	30	74	0	0	13	8	0	0	106	34	96	6			

PART IV C – Bases and Issues Alleged in Settlements (Part 1)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements												Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Race						Color	Religion	Reprisal									
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races												
A. Appointment/Hire	0	0	0	1	0	0	0	0	0	1	1	1	2	2	2			
B. Assignment of Duties	0	0	0	5	0	1	5	1	6	12	6	6	32	16	16			

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
C. Awards	0	0	0	0	0	0	1	0	1	0	0	0	4	2	2
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	3	1	1	9	1	16	17	11	11	56	24	24
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	1	0	2	3	2	2	11	6	6
3. Suspension	0	0	0	2	1	0	3	0	5	5	3	3	20	8	8
4. Removal	0	0	0	0	0	0	1	0	3	5	2	2	2	1	1
5. Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	1	0	1	4	1	6	4	4	4	23	9	9
7.															
F. Duty Hours	0	0	0	1	0	0	0	0	0	4	4	4	0	0	0
G. Perf. Eval./ Appraisal	0	0	0	4	1	0	4	0	9	24	12	12	32	15	15
H. Examination/Test	0	1	0	0	0	0	0	0	0	3	1	1	1	1	1
I. Harassment	0	0	0	19	0	1	13	1	31	67	36	36	86	34	34
1. Non-Sexual	0	0	0	19	0	1	13	1	29	65	34	34	77	27	27
2. Sexual							1		2	2	2	2	9	7	7
J. Medical Examination	0	1	0	1	0	0	1	0	1	4	2	2	6	4	4
K. Pay Including Overtime	0	0	0	0	0	0	1	0	4	2	1	1	10	4	4
L. Promotion/Non-Selection	0	1	0	8	0	0	5	0	6	12	8	8	23	14	14
M. Reassignment	0	0	0	2	0	0	3	0	2	2	1	1	7	3	3
1. Denied	0	0	0	1	0	0	1	0	0	2	1	1	0	0	0
2. Directed	0	0	0	1	0	0	2	0	2	0	0	0	7	3	3
N. Reasonable Accommodation Disability							2	1	5	10	7	7	8	5	5

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
O. Reinstatement	0	0	0	0	0	0	0	0	1	1	1	1	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	1	1	1
R. Sex-Stereotyping										0	0	0	0	0	0
S. Telework	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
T. Termination	0	0	0	0	0	0	1	0	1	2	1	1	6	2	2
U. Terms/Conditions of Employment	0	1	0	3	0	0	5	0	8	11	6	6	17	8	8
V. Time and Attendance	0	0	0	5	0	1	5	0	6	11	6	6	16	6	6
W. Training	0	0	0	0	0	0	0	0	1	2	1	1	3	2	2
X. Other (Please Specify Below)	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
User Defined - Other 2	0	0	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	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Counseling Settlement Allegations	0	4	0	27	1	0	12	0	35						
1a. Number of Counselings Settled	0	1	0	17	1	0	6	0	24						
1b. Number of Counselees Settled With	0	1	0	17	1	0	6	0	24						
2. Complaint Settlement Allegations	0	0	0	25	1	4	41	3	63						
2a. Number of Complaints Settled	0	0	0	16	1	1	23	2	30						

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements														
	Race						Color	Religion	Reprisal	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue	Number Complainants Settled With by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races									
2b. Number of Complainants Settled With	0	0	0	16	1	1	23	2	30						

PART IV C – Bases and Issues Alleged in Settlements (Part 2)

Issues of Alleged Discrimination in Settlements	Bases of Alleged Discrimination in Settlements																
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number Counseling Settlement Allegations	Number Counselings Settled by Issue	Number Individuals Settled With by Issue	Number Complaints Settlement Allegations	Number Complaints Settled by Issue
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical						
A. Appointment/Hire	0	1	0	0	0	0		1	0	1	0	0	1	1	1	2	2
B. Assignment of Duties	2	4	0	0	2	1			7	4	6	0	12	6	6	32	16
C. Awards	0	0	0	0	0	0			2	0	0	0	0	0	0	4	2
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	4	8	0	0	3	1			11	4	8	0	17	11	11	56	24
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
2. Reprimand	1	1	0	0	1	0			3	2	3	0	3	2	2	11	6
3. Suspension	2	3	0	0	1	0			4	0	1	0	5	3	3	20	8
4. Removal	0	0	0	0	0	0			2	0	1	0	5	2	2	2	1
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0
6. Other	1	4	0	0	1	1			2	2	3	0	4	4	4	23	9
7.																	
F. Duty Hours	0	1	0	0	0	0			0	0	2	0	4	4	4	0	0
G. Perf. Eval./ Appraisal	1	9	0	0	1	0			16	4	6	0	24	12	12	32	15
H. Examination/Test	0	1	0	0	0	1			0	0	1	0	3	1	1	1	1
I. Harassment	6	28	0	0	3	3			19	5	17	0	67	36	36	86	34

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																
	Race						Color	Religion	Reprisal	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings Fully Implemented by Issue	Number of Final Orders With Findings Fully Implemented by Issue	Number of Final Orders Fully Implemented by Issue
	Amer. Indian / Alaska Native	Asian	Native Hawaiian / Other Pacific Islander	Black / African American	White	Two or More Races											
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0								

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	Bases of Discrimination Found in FAD's and Final Orders																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Order Findings 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
B. Assignment of Duties	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
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	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
5. Disciplinary Warning	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
7.																		

Issues of Discrimination Found in FAD's and Final Orders	Bases of Discrimination Found in FAD's and Final Orders																	
	Sex			Pregnancy Discrimination Act	National Origin		Equal Pay Act		Age	Disability		GINA	Number FAD Findings By Issue	Number of FAD's With Findings By Issue	Number Complainants Issued FAD Findings By Issue	Number AJ Decision Findings By Issue	Number AJ Decision with Findings by Issue	Number Final Findings Implemented
	Male	Female	LGBT		Hispanic / Latino	Other	Male	Female		Mental	Physical							
X. Other (Please Specify Below)	0	0	0	0	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	0	0	0	0
User Defined - Other 2	0	0	0	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	0	0	0
User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0						
1a. Number of FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0						
1b. Number of 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						
2a. Number of 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						
3a. # of Final Orders (FOs) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0						
3b. # of Complainants Issued FOs With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0						

**AGENCY OR DEPARTMENT: AirForce
HQ (and below)**

**REPORTING PERIOD: 10/01/2015
– 09/30/2016**

Part V – Summary of Closures by Statute

A. Statute	(If a single complaint has multiple statutes record each on the appropriate line.)
156	1. Title VII
0	1a. Pregnancy Discrimination Act (PDA)
71	2. Age Discrimination in Employment Act (ADEA)
60	3. Rehabilitation Act
0	4. Equal Pay Act (EPA)
0	5. Genetic Information Nondiscrimination Act (GINA)
B. Total by Statutes	
287	This number may be larger than the total number of complaints closed. (A1 + A1a + A2 + A3 + A4 + A5)

**AGENCY OR DEPARTMENT: AirForce
HQ (and below)**

**REPORTING PERIOD: 10/01/2015
– 09/30/2016**

Part VI – Summary of Closures By Category

	Total Number	Total Days	Average Days
A. Total Number of Closures (1 + 2 + 3)	164	75124	458.07
1. Withdrawals (a + b)	32	8607	268.97
a. Non-ADR Withdrawals	31	8521	274.87
b. ADR Withdrawals	1	86	86.00
2. Settlements (a + b)	57	25103	440.40
a. Non-ADR Settlements	47	22351	475.55
b. ADR Settlements	10	2752	275.20
3. Final Agency Actions (B + C)	75	41414	552.19
B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3)	53	21231	400.58
1. Finding Discrimination	0	0	0.00
2. Finding No Discrimination	24	18808	783.67
3. Dismissal of Complaints	29	2423	83.55
C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)	22	20183	917.41
1. AJ Decision Fully Implemented (a + b + c)	22	20183	917.41
(a) Finding Discrimination	0	0	0.00
(b) Finding No Discrimination	21	19481	927.67
(c) Dismissal of Complaints	1	702	702.00
2. AJ Decision NOT Fully Implemented (a + b + c)	0	0	0.00
(a) Finding Discrimination (i + ii + iii)	0	0	0.00
i. Agency Appealed Finding But Not Remedy	0	0	0.00
ii. Agency Appealed Remedy But Not Finding	0	0	0.00
iii. Agency Appealed Finding And Remedy	0	0	0.00
(b) Finding No Discrimination	0	0	0.00
(c) Dismissal of Complaints	0	0	0.00

	Total Number	Total Days	Average Days
D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)	10	1827	182.70
1. Complainant Requested Immediate FAD (1a + 1b)	7	1343	191.86
a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request	2	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request	5	1343	268.60
2. Complainant Did Not Elect Hearing or FAD (2a + 2b)	0	0	0.00
a. Agency Issued FAD WITHIN 60 Days Of End Of 30-Day Election Period	0	0	0.00
b. Agency Issued FAD MORE THAN 60 Days Beyond End Of 30-Day Election Period	0	0	0.00
3. Hearing Requested; AJ Returned Case To Agency For FAD Without AJ Decision (3a + 3b)	3	484	161.33
a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance	1	0	0.00
b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance	2	484	242.00
4. Final Agency Decision Issued On A Mixed Case (4a + 4b)	0	0	0.00
a. Agency Issued FAD WITHIN 45 Days After Investigation	0	0	0.00
b. Agency Issued FAD MORE THAN 45 Days After Investigation	0	0	0.00

**AGENCY OR DEPARTMENT: AirForce
HQ (and below)**

**REPORTING PERIOD: 10/01/2015
– 09/30/2016**

Part VII – Summary of Complaints Closed by Types of Benefits

	Number	Amount
A. Total complaints closed with benefits	22	
B. Total closures with monetary benefits to complainant	15	\$349,788.00
1. Back Pay/Front Pay	1	\$3,000.00
2. Lump Sum Payment	9	\$52,538.00
3. Compensatory Damages	1	\$12,500.00
4. Attorney fees and costs	5	\$281,750.00
5. Other	0	\$0.00
6.		
D. Intentionally Left Blank		
E. Total closures with non-monetary benefits to complainant	11	
F. Types of benefits in non-monetary closures	Number of closures that received monetary benefits as well	Number of closures that received only non-monetary benefits
1. Hires	0	0
a. Retroactive	0	0
b. Non-Retroactive	0	0
2. Promotions	1	0
a. Retroactive	1	0
b. Non-Retroactive	0	0
3. Expungements	0	0
4. Reassignments	1	2
5. Removal Rescinded	0	2
a. Reinstatement	0	0
b. Voluntary Resignation	0	2
6. Accommodations	0	1
7. Training	0	2

8. Apology	0	0
9. Disciplinary Actions	1	3
a. Rescinded	1	3
b. Modified	0	0
10. Performance evaluation modified	0	0
11. Leave Restored	0	2
12. Neutral Reference	0	0
13. Other(NM)	3	3
14.		

**AGENCY OR DEPARTMENT: AirForce
HQ (and below)**

**REPORTING PERIOD: 10/01/2015
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Part VIII – Summary of Pending Complaints By Category

	Number Pending	Number of Days	Average Days	Days Pending Oldest Case	Oldest Case EEOC Hearing #
A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)	1040	819852			
1. Complaints Pending Written Notification (Acknowledgement Letter)	33	19939	604.00	16483	
1a. Complaints Pending Decision to Accept/Dismiss	45	14477	322.00	1527	
2. Complaints Pending Investigation	214	77278	361.00	1920	
2a. Complaints Pending 180 Day Investigation Notice	2	635	318.00	380	
3. Complaints In Hearing	380	350865	923.00	2107	
4. Complaints Pending A Final Agency Action	368	357293	971.00	2159	

**AGENCY OR DEPARTMENT: AirForce
HQ (and below)**

**REPORTING PERIOD: 10/01/2015
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Part IX – Summary Of Investigations Completed

	Total	Total Days	Average
A. Total Investigations Completed During Reporting Period (1 + 3)	151	32066	212.36
Agency Investigations			
1. Investigations Completed by Agency Personnel (a + b + c)	142	30000	211.27
a. Investigations Completed in 180 Days or Less	60	8353	139.00
b. Investigations Completed in 181 - 360 Days	70	16246	232.09
1. Timely Completed Investigations	6	1322	220.00
2. Untimely Completed Investigations	64	14924	233.00
c. Investigations Completed in 361 or More Days	12	5401	450.00
2. Agency Investigation Costs	\$0.00		0.00
Contract Investigations			
3. Investigations Completed by Contractors (a + b + c)	9	2066	229.56
a. Investigations Completed in 180 Days or Less	5	833	167.00
b. Investigations Completed in 181 - 360 Days	3	821	273.67
1. Timely Completed Investigations	0	0	0.00
2. Untimely Completed Investigations	3	821	274.00
c. Investigations Completed in 361 or More Days	1	412	412.00
4. Contractor Investigation Costs	\$0.00		0.00

**AGENCY OR DEPARTMENT: AirForce
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Part X – Summary of ADR Program Activities

Informal Phase (Pre-Complaint)

	Counselings	Individuals	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Completed/Ended Counselings				
1. ADR Offered By Agency	546	545		
2. Rejected By Individual (Counselee)	216	215		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	277	277		
C. ADR Resources Used in Completed/Ended Counselings (Total)	40	40		
1. Inhouse	34	34		
2. Another Federal Agency	3	3		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	3	3		
5. Federal Executive Board	0	0		
6.				
7.				
D. ADR Techniques Used in Completed/Ended Counselings (Totals)	45	45	2730	60.67
1. Mediation	42	42	2576	61.33
2. Settlement Conferences	0	0	0	0.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	2	2	77	38.50
6. Ombudsman	0	0	0	0.00
7. Peer Review	0	0	0	0.00

	Counselings	Individuals	Days	Average Days
8. Multiple Techniques Used (Please specify in a comment box)	1	1	77	77.00
9.				
10.				
E. Status of Cases				
1. Total Closed	109	109	6332	58.09
a. Settlements with Benefits (Monetary & Non-monetary)	15	15	1066	71.07
b. No Formal Complaint Filed	43	43	2417	56.21
c. Complaint Filed				
i. No Resolution	29	29	1761	60.72
ii. No ADR Attempt (aka Part X.E.1.d)	16	16	780	48.75
e. Decision to File Complaint Pending at the End of the Reporting Period	6	6	308	51.33
2. Intentionally Left Blank				

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**Part XI – Summary of ADR Program Activities
Formal Phase (Complaint Filed)**

	Complaints	Complainants	Days	Average Days
A. Intentionally Left Blank				
B. ADR Actions in Complaint Closures				
1. ADR Offered By Agency	38	38		
2. Rejected By Complainant	18	18		
3. Intentionally Left Blank				
4. Total Accepted Into ADR Program	18	18		
C. ADR Resources Used in Complaint Closures (Totals)	9	9		
1. Inhouse	5	5		
2. Another Federal Agency	4	4		
3. Private Organizations, (e.g., Contractors, Bar Associations, Individual Volunteers or College/University Personnel)	0	0		
4. Multiple Resources Used (Please specify in a comment box)	0	0		
5. Federal Executive Board	0	0		
6.				
7.				
D. ADR Techniques Used in Complaint Closures (Totals)	9	9	967	107.44
1. Mediation	5	5	183	36.60
2. Settlement Conferences	4	4	784	196.00
3. Early Neutral Evaluations	0	0	0	0.00
4. Fact Finding	0	0	0	0.00
5. Facilitation	0	0	0	0.00
6. Ombudsman	0	0	0	0.00
7. Mini Trials	0	0	0	0.00
8. Peer Review	0	0	0	0.00

9. Multiple Techniques Used (Please specify in a comment box)	0	0	0	0.00
10.				
11.				
E. Status of Cases in Complaint Closures				
1. Total Closed	12	12	1336	111.33
a. Settlements with Benefits (Monetary & Non-monetary)	10	10	1265	126.50
b. Withdrawal from EEO Process	1	1	25	25.00
c. No Resolution	1	1	46	46.00
d. No ADR Attempt	0	0	0	0.00
2. Intentionally Left Blank				
	Complaints	Complainants	Amount	
F. Benefits Received				
1. Monetary (Insert Totals)	6	6	\$33,538.00	
a. Compensatory Damages	1	1	\$12,500.00	
b. Backpay/Frontpay	1	1	\$3,000.00	
c. Lump Sum	4	4	\$13,038.00	
d. Attorney Fees and Costs	1	1	\$5,000.00	
e. Other	0	0	0	
f.				
2. Non-Monetary (Insert Totals)	6	6		
a. Hires	0	0		
i. Retroactive	0	0		
ii. Non-Retroactive	0	0		
b. Promotions	1	1		
i. Retroactive	1	1		
ii. Non-Retroactive	0	0		
c. Expungements	0	0		
d. Reassignments	1	1		
e. Removals Rescinded	1	1		
i. Reinstatement	0	0		
ii. Voluntary Resignation	1	1		

f. Accommodations	0	0		
g. Training	0	0		
h. Apology	0	0		
i. Disciplinary Actions	3	3		
i. Rescinded	3	3		
ii. Modified	0	0		
j. Performance Evaluation Modified	0	0		
k. Leave Restored	2	2		
l. Neutral Reference	0	0		
m. Other	4	4		
n.				

**AGENCY OR DEPARTMENT: AirForce
HQ (and below)**

**REPORTING PERIOD: 10/01/2015
– 09/30/2016**

Part XII – Summary of EEO ADR Program Activities

EEO ADR Resources		Number	Trained
A. No Longer Collected			
B. Employees that can participate in EEO ADR		0	
C. Resources that manage EEO ADR program (does not include neutrals as reported in parts X & XI)		0	
1. In-House Full Time (40 Hours EEO ADR Only)		0	
2. In-House Part Time (32 Hours EEO ADR Only)		0	
3. In-House Collateral Duty (Others/Non-Contract)		0	
4. Contract (Another Federal Agency/Private Organizations)		0	
	Amount		
D. EEO ADR Funding Spent	\$0.00		
E. EEO ADR Contact Information			
1. Name of EEO ADR Program Director / Manager			
2. Title			
3. Telephone Number			
4. Email			
	YES	NO	
F. EEO ADR Program Information			
1. Does the agency require the alleged responsible management official to participate in EEO ADR?			

	YES	NO
1a. If so, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		

Certification and Contact Information

<p>I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2015 through September 30, 2016, is accurate and complete.</p>
<p>Name and Title of Certifying Official:</p>
<p>Signature of Certifying Official: (Enter PIN here to serve as your electronic signature)</p>
<p>Date and Telephone Number:</p>
<p>Email:</p>
<p>Name and Title of Preparer:</p>
<p>Date and Telephone Number:</p>

Email:

The FY 2016 report (with the PIN entered) is due on or before October 31.