

**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: 00:01:47

|  |  |
|--|--|
| <b>AGENCY OR DEPARTMENT: AirForce HQ (and below)</b> | <b>REPORTING PERIOD: 10/01/2016 – 09/30/2017</b> |
|--|--|

**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                                | 585         | 582         |
| 1. Counseled Within 30 Days   | 122         | 122         |
| 2. Counseled Within 31 to 90 Days                                   | 353         | 350         |
| a. Counseled Within Written Extension Period No Longer Than 60 Days | 90          | 89          |

**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           | 1           | 1           |
| 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 | 161 | 161 |
| c. Counseled Within 31-90 Days That Were Untimely                | 102 | 101 |
| 3. Counseled Beyond 90 Days                                      | 110 | 110 |
| 4. Counseled Due to Remands                                      | 0   | 0   |

**Pre-Complaint Activities**

|   | <b>Counselings</b> | <b>Individuals</b> |
|---|--------------------|--------------------|
| D. Pre-Complaint Activities   |                    |                    |
| 1. On Hand at the Beginning of the Reporting Period   | 198                | 197                |
| 2. Initiated during the Reporting Period  | 704                | 696                |
| 3. Completed/Ended Counseling   | 540                | 577                |
| a. Settlements (Monetary and Non-Monetary)  | 48                 | 48                 |
| b. Withdrawal/No Complaint Filed  | 221                | 220                |
| c. Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period | 261                | 260                |
| d. Decision to File Complaint Pending at the End of the Reporting Period                                | 10                 | 10                 |
| 4. Counselings Pending at the End of the Reporting Period   | 307                | 305                |

|                                     |   |   |
|-------------------------------------|---|---|
| 3. Expungements                     | 1 | 1 |
| 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                           | 1 | 1 |
| 14.                                 |   |   |

**ADR Settlements with Monetary Benefits**

|                              | <b>Counselings</b> | <b>Individuals</b> | <b>Amount</b> |
|------------------------------|--------------------|--------------------|---------------|
| G. Total                     | 4                  | 4                  | \$12,725.00   |
| 1. Compensatory Damages      | 0                  | 0                  | \$0.00        |
| 2. Backpay / Frontpay        | 0                  | 0                  | \$0.00        |
| 3. Lump Sum Payment          | 1                  | 1                  | \$11,766.00   |
| 4. Attorney's Fees and Costs | 0                  | 0                  | \$0.00        |
| 5. Other                     | 3                  | 3                  | \$959.00      |
| 6.                           |                    |                    |               |

**ADR Settlements With Non-Monetary Benefits**

|  | <b>Counselings</b> | <b>Individuals</b> |
|--|--------------------|--------------------|
|--|--------------------|--------------------|

|                                     |    |    |
|-------------------------------------|----|----|
| H. Total                            | 43 | 43 |
| 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                     | 4  | 4  |
| 4. Reassignments                    | 8  | 8  |
| 5. Removals Rescinded               | 0  | 0  |
| a. Reinstatement                    | 0  | 0  |
| b. Voluntary Resignation            | 0  | 0  |
| 6. Accommodations                   | 1  | 1  |
| 7. Training                         | 6  | 6  |
| 8. Apology                          | 0  | 0  |
| 9. Disciplinary Actions             | 12 | 12 |
| a. Rescinded                        | 9  | 9  |
| b. Modified                         | 3  | 3  |
| 10. Performance Evaluation Modified | 2  | 2  |
| 11. Leave Restored                  | 3  | 3  |
| 12. Neutral Reference               | 1  | 1  |
| 13. Other                           | 17 | 17 |
| 14.                                 |    |    |

**NON-ADR SETTLEMENTS**

|          | <b>Counselings</b> | <b>Individuals</b> |
|----------|--------------------|--------------------|
| I. Total | 2                  | 2                  |

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

**REPORTING PERIOD: 10/01/2016  
– 09/30/2017**

**Part II – Formal Complaint Activities**

|  |      |
|--|------|
| A. Complaints on Hand at the Beginning of the Reporting Period   | 1041 |
| B. Complaints Filed  | 296  |
| C. Remands (sum of lines C1 + C2 + C3)   | 2    |
| C.1. Remands (Not Included in A or B)  | 0    |
| 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)  | 1337 |
| E. Complaints in Line D that were NOT Consolidated   | 1334 |
| F. Complaints in Line E that were Closed During Report Period  | 132  |
| G. Complaints in Line D that WERE Consolidated   | 3    |
| 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])         | 1207 |
| J. Individuals Filing Complaints (Complainants)  | 295  |
| K. Number of Joint Processing Units from Consolidation of Complaints                                   | 1    |

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

**REPORTING PERIOD: 10/01/2016**  
**– 09/30/2017**

**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?                | <b>Person:</b> |

|   |                                 |
|---|---------------------------------|
|   | <b>Title:</b>                   |
| 3. Who is responsible for the day-to-day operation of the EEO program in your Department/Agency/organization? | <b>Person:</b><br><b>Title:</b> |
| 4. Who does that person report to?  | <b>Person:</b><br><b>Title:</b> |

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

**REPORTING PERIOD: 10/01/2016 – 09/30/2017**

**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                               | 1     | 1  | 4                        | 1     | 3                 | 2     | 2        | 14       | 63                       | 25                            | 25                              |
| B. Assignment of Duties                | 0                               | 0     | 0  | 13                       | 1     | 0                 | 6     | 4        | 21       | 87                       | 40                            | 40                              |
| C. Awards                              | 0                               | 0     | 0  | 3                        | 0     | 0                 | 0     | 0        | 3        | 12                       | 7                             | 7                               |
| D. Conversion to Full Time/Perm Status | 0                               | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0                        | 0                             | 0                               |
| E. Disciplinary Action                 | 0                               | 3     | 0  | 22                       | 10    | 0                 | 9     | 2        | 66       | 200                      | 102                           | 101                             |
| 1. Demotion                            | 0                               | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0                        | 0                             | 0                               |
| 2. Reprimand                           | 0                               | 0     | 0  | 0                        | 3     | 0                 | 0     | 0        | 6        | 19                       | 14                            | 14                              |
| 3. Suspension                          | 0                               | 2     | 0  | 11                       | 2     | 0                 | 4     | 1        | 22       | 70                       | 31                            | 30                              |
| 4. Removal                             | 0                               | 0     | 0  | 3                        | 0     | 0                 | 1     | 0        | 9        | 24                       | 12                            | 12                              |
| 5. Disciplinary Warning                | 0                               | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 5        | 10                       | 6                             | 6                               |
| 6. Other                               | 0                               | 1     | 0  | 8                        | 5     | 0                 | 4     | 1        | 24       | 77                       | 39                            | 39                              |
| 7.                                     |                                 |       |  |                          |       |                   |       |          |          |                          |                               |                                 |
| F. Duty Hours                          | 0                               | 0     | 0  | 1                        | 1     | 0                 | 1     | 2        | 4        | 21                       | 9                             | 9                               |
| G. Perf. Eval./ Appraisal              | 0                               | 0     | 0  | 8                        | 3     | 0                 | 4     | 1        | 27       | 80                       | 38                            | 38                              |
| H. Examination/Test                    | 0                               | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0                        | 0                             | 0                               |
| I. Harassment                          | 0                               | 4     | 0  | 42                       | 13    | 1                 | 24    | 7        | 71       | 321                      | 146                           | 146                             |
| 1. Non-Sexual                          | 0                               | 4     | 0  | 42                       | 13    | 1                 | 24    | 7        | 65       | 307                      | 136                           | 136                             |
| 2. Sexual                              |                                 |       |  | 1                        |       |                   | 1     | 1        | 6        | 14                       | 10                            | 10                              |
| J. Medical Examination                 | 0                               | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 5                        | 4                             | 4                               |
| K. Pay Including Overtime              | 0                               | 0     | 0  | 4                        | 1     | 0                 | 3     | 1        | 10       | 29                       | 12                            | 12                              |
| L. Promotion/Non-Selection             | 0                               | 0     | 0  | 16                       | 2     | 0                 | 6     | 1        | 18       | 86                       | 40                            | 40                              |
| M. Reassignment                        | 0                               | 0     | 0  | 3                        | 0     | 0                 | 2     | 0        | 7        | 25                       | 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  | 1                        | 0     | 0                 | 1     | 0        | 2        | 7                        | 3                             | 3                               |
| 2. Directed                                | 0                               | 0     | 0  | 2                        | 0     | 0                 | 1     | 0        | 5        | 18                       | 7                             | 7                               |
| N. Reasonable Accommodation Disability     |                                 |       |  | 2                        |       |                   | 1     |          | 7        | 24                       | 15                            | 15                              |
| O. Reinstatement                           | 0                               | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0                        | 0                             | 0                               |
| P. Religious Accommodation                 |                                 |       |  |                          |       |                   |       | 1        | 0        | 1                        | 1                             | 1                               |
| Q. Retirement                              | 0                               | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 1        | 3                        | 2                             | 2                               |
| R. Sex-Stereotyping                        |                                 |       |  |                          |       |                   |       |          |          | 0                        | 0                             | 0                               |
| S. Telework                                | 0                               | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 1        | 6                        | 5                             | 5                               |
| T. Termination                             | 0                               | 0     | 0  | 8                        | 1     | 0                 | 0     | 1        | 13       | 45                       | 25                            | 25                              |
| U. Terms/Conditions of Employment          | 0                               | 1     | 0  | 9                        | 3     | 0                 | 6     | 1        | 22       | 83                       | 41                            | 41                              |
| V. Time and Attendance                     | 0                               | 3     | 0  | 2                        | 1     | 0                 | 4     | 1        | 17       | 47                       | 22                            | 21                              |
| W. Training                                | 0                               | 0     | 0  | 2                        | 2     | 0                 | 3     | 0        | 6        | 27                       | 12                            | 12                              |
| X. Other (Please Specify Below)            | 0                               | 1     | 0  | 7                        | 2     | 0                 | 10    | 1        | 17       | 64                       | 40                            | 40                              |
| User Defined - Other 1                     | 0                               | 1     | 0  | 7                        | 2     | 0                 | 10    | 1        | 17       | 64                       | 40                            | 40                              |
| 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                               |
| <b>Total All Issues by Bases</b>           | 0                               | 13    | 1  | 146                      | 41    | 4                 | 80    | 25       | 325      |                          |                               |                                 |
| <b>Total All Complaints Filed by Bases</b> | 0                               | 6     | 1  | 90                       | 23    | 4                 | 44    | 15       | 157      |                          |                               |                                 |
| <b>Total All Complainants by Bases</b>     | 0                               | 5     | 1  | 90                       | 23    | 4                 | 44    | 15       | 156      |                          |                               |                                 |

**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                    | 3                               | 3      | 0    | 0                            | 2                 | 5     | 1             |        | 14  | 3          | 4        | 1    | 63                       | 25                            | 25                              |
| B. Assignment of Duties                | 2                               | 10     | 0    | 0                            | 0                 | 3     |               |        | 14  | 6          | 7        | 0    | 87                       | 40                            | 40                              |
| C. Awards                              | 0                               | 2      | 0    | 0                            | 0                 | 0     |               |        | 2   | 0          | 2        | 0    | 12                       | 7                             | 7                               |
| D. Conversion to Full Time/Perm Status | 0                               | 0      | 0    | 0                            | 0                 | 0     |               |        | 0   | 0          | 0        | 0    | 0                        | 0                             | 0                               |
| E. Disciplinary Action                 | 6                               | 19     | 0    | 0                            | 2                 | 7     |               |        | 22  | 12         | 19       | 1    | 200                      | 102                           | 101                             |
| 1. Demotion                            | 0                               | 0      | 0    | 0                            | 0                 | 0     |               |        | 0   | 0          | 0        | 0    | 0                        | 0                             | 0                               |
| 2. Reprimand                           | 1                               | 1      | 0    | 0                            | 0                 | 0     |               |        | 2   | 2          | 4        | 0    | 19                       | 14                            | 14                              |
| 3. Suspension                          | 2                               | 4      | 0    | 0                            | 1                 | 3     |               |        | 8   | 5          | 5        | 0    | 70                       | 31                            | 30                              |
| 4. Removal                             | 0                               | 5      | 0    | 0                            | 0                 | 1     |               |        | 1   | 1          | 2        | 1    | 24                       | 12                            | 12                              |
| 5. Disciplinary Warning                | 1                               | 0      | 0    | 0                            | 1                 | 1     |               |        | 1   | 0          | 1        | 0    | 10                       | 6                             | 6                               |
| 6. Other                               | 2                               | 9      | 0    | 0                            | 0                 | 2     |               |        | 10  | 4          | 7        | 0    | 77                       | 39                            | 39                              |
| 7.                                     |                                 |        |      |                              |                   |       |               |        |     |            |          |      |                          |                               |                                 |
| F. Duty Hours                          | 2                               | 4      | 0    | 0                            | 0                 | 0     |               |        | 2   | 1          | 3        | 0    | 21                       | 9                             | 9                               |
| G. Perf. Eval./ Appraisal              | 4                               | 8      | 0    | 0                            | 0                 | 0     |               |        | 13  | 3          | 9        | 0    | 80                       | 38                            | 38                              |
| H. Examination/Test                    | 0                               | 0      | 0    | 0                            | 0                 | 0     |               |        | 0   | 0          | 0        | 0    | 0                        | 0                             | 0                               |
| I. Harassment                          | 14                              | 41     | 0    | 1                            | 7                 | 10    |               |        | 36  | 16         | 34       | 0    | 321                      | 146                           | 146                             |
| 1. Non-Sexual                          | 12                              | 35     | 0    | 1                            | 7                 | 10    | 1             |        | 36  | 16         | 34       | 0    | 307                      | 136                           | 136                             |
| 2. Sexual                              | 2                               | 6      | 0    | 0                            |                   |       |               |        |     | 1          | 1        |      | 14                       | 10                            | 10                              |
| J. Medical Examination                 | 0                               | 0      | 0    | 0                            | 0                 | 0     |               |        | 0   | 1          | 4        | 0    | 5                        | 4                             | 4                               |
| K. Pay Including Overtime              | 2                               | 1      | 0    | 0                            | 0                 | 0     | 0             | 0      | 3   | 1          | 3        | 0    | 29                       | 12                            | 12                              |
| L. Promotion/Non-Selection             | 3                               | 9      | 0    | 0                            | 0                 | 2     |               |        | 16  | 4          | 9        | 0    | 86                       | 40                            | 40                              |
| M. Reassignment                        | 0                               | 3      | 0    | 0                            | 1                 | 0     |               |        | 4   | 2          | 3        | 0    | 25                       | 10                            | 10                              |
| 1. Denied                              | 0                               | 1      | 0    | 0                            | 0                 | 0     |               |        | 0   | 1          | 1        | 0    | 7                        | 3                             | 3                               |
| 2. Directed                            | 0                               | 2      | 0    | 0                            | 1                 | 0     |               |        | 4   | 1          | 2        | 0    | 18                       | 7                             | 7                               |
| N. Reasonable Accommodation Disability |                                 | 2      |      | 0                            |                   |       |               |        | 5   | 5          | 12       | 0    | 24                       | 15                            | 15                              |
| 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                 |                                 |        |      |                              |                   |       |               |        |     |            |          |      | 1                        | 1                             | 1                               |
| Q. Retirement                              | 0                               | 0      | 0    | 0                            | 0                 | 0     |               |        | 0   | 0          | 1        | 0    | 3                        | 2                             | 2                               |
| R. Sex-Stereotyping                        | 0                               | 0      | 0    |                              |                   |       |               |        |     |            |          |      | 0                        | 0                             | 0                               |
| S. Telework                                | 0                               | 2      | 0    | 0                            | 0                 | 0     |               |        | 1   | 0          | 1        | 0    | 6                        | 5                             | 5                               |
| T. Termination                             | 1                               | 3      | 0    | 1                            | 0                 | 0     |               |        | 5   | 3          | 8        | 1    | 45                       | 25                            | 25                              |
| U. Terms/Conditions of Employment          | 2                               | 6      | 0    | 0                            | 3                 | 3     |               |        | 12  | 6          | 7        | 2    | 83                       | 41                            | 41                              |
| V. Time and Attendance                     | 1                               | 4      | 0    | 0                            | 0                 | 3     |               |        | 6   | 3          | 2        | 0    | 47                       | 22                            | 21                              |
| W. Training                                | 3                               | 1      | 0    | 0                            | 1                 | 1     |               |        | 4   | 1          | 3        | 0    | 27                       | 12                            | 12                              |
| X. Other (Please Specify Below)            | 2                               | 5      | 0    | 0                            | 0                 | 1     |               |        | 11  | 2          | 4        | 1    | 64                       | 40                            | 40                              |
| User Defined - Other 1                     | 2                               | 5      | 0    | 0                            | 0                 | 1     |               |        | 11  | 2          | 4        | 1    | 64                       | 40                            | 40                              |
| 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                               |
| <b>Total All Issues by Bases</b>           | 45                              | 121    | 0    | 2                            | 16                | 35    | 0             | 0      | 165 | 69         | 135      | 6    |                          |                               |                                 |
| <b>Total All Complaints Filed by Bases</b> | 25                              | 62     | 0    | 2                            | 10                | 19    | 0             | 0      | 93  | 45         | 74       | 4    |                          |                               |                                 |
| <b>Total All Complainants by Bases</b>     | 25                              | 62     | 0    | 2                            | 10                | 18    | 0             | 0      | 92  | 45         | 74       | 4    |                          |                               |                                 |

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

| 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 |       |          |          |  |                                     |  |  |                                    |   |
| A. Appointment/Hire                             | 0  | 0     | 0  | 1                        | 1     | 0                 | 0     | 0        | 4        | 15                                       | 6                                   | 6  | 6  | 4                                  | 4   |
| B. Assignment of Duties                         | 0  | 1     | 0  | 3                        | 1     | 0                 | 3     | 2        | 6        | 10                                       | 7                                   | 7  | 23                                       | 8                                  | 8   |

| 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  | 3                        | 0     | 0                 | 1     | 0        | 2        | 0  | 0                                   | 0  | 12                                       | 5                                  | 5   |
| D. Conversion to Full Time/Perm Status          | 0  | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 0        | 2  | 1                                   | 1  | 0  | 0                                  | 0   |
| E. Disciplinary Action                          | 1  | 0     | 0  | 12                       | 5     | 0                 | 4     | 0        | 12       | 38                                       | 25                                  | 25                                       | 34                                       | 16                                 | 16  |
| 1. Demotion                                     | 0  | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0  | 0                                   | 0  | 0  | 0                                  | 0   |
| 2. Reprimand                                    | 0  | 0     | 0  | 2                        | 3     | 0                 | 0     | 0        | 0        | 10                                       | 6                                   | 6  | 2  | 2                                  | 2   |
| 3. Suspension                                   | 1  | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 0        | 3  | 3                                   | 3  | 1  | 1                                  | 1   |
| 4. Removal                                      | 0  | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 2        | 4  | 2                                   | 2  | 3  | 2                                  | 2   |
| 5. Disciplinary Warning                         | 0  | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 1        | 3  | 1                                   | 1  | 2  | 1                                  | 1   |
| 6. Other  | 0  | 0     | 0  | 8                        | 2     | 0                 | 4     | 0        | 9        | 18                                       | 13                                  | 13                                       | 26                                       | 10                                 | 10  |
| 7.  |  |       |  |                          |       |                   |       |          |          |  |                                     |  |  |                                    |   |
| F. Duty Hours                                   | 0  | 0     | 0  | 1                        | 1     | 0                 | 2     | 1        | 2        | 0  | 0                                   | 0  | 12                                       | 3                                  | 3   |
| G. Perf. Eval./ Appraisal                       | 0  | 0     | 0  | 3                        | 3     | 0                 | 1     | 0        | 9        | 11                                       | 7                                   | 7  | 19                                       | 9                                  | 9   |
| H. Examination/Test                             | 0  | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0  | 0                                   | 0  | 0  | 0                                  | 0   |
| I. Harassment                                   | 0  | 3     | 0  | 12                       | 3     | 1                 | 6     | 2        | 18       | 55                                       | 33                                  | 33                                       | 77                                       | 28                                 | 28  |
| 1. Non-Sexual                                   | 0  | 3     | 0  | 12                       | 3     | 1                 | 6     | 2        | 16       | 53                                       | 31                                  | 31                                       | 70                                       | 23                                 | 23  |
| 2. Sexual                                       |  |       |  | 1                        |       |                   | 2     | 1        | 2        | 2  | 2                                   | 2  | 7  | 5                                  | 5   |
| J. Medical Examination                          | 0  | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0  | 0                                   | 0  | 0  | 0                                  | 0   |
| K. Pay Including Overtime                       | 0  | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 0        | 4  | 3                                   | 3  | 0  | 0                                  | 0   |
| L. Promotion/Non-Selection                      | 0  | 2     | 0  | 6                        | 1     | 0                 | 3     | 0        | 9        | 25                                       | 8                                   | 8  | 24                                       | 10                                 | 10  |
| M. Reassignment                                 | 0  | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 1        | 2  | 1                                   | 1  | 6  | 2                                  | 2   |
| 1. Denied                                       | 0  | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        | 0  | 0                                   | 0  | 4  | 1                                  | 1   |
| 2. Directed                                     | 0  | 0     | 0  | 1                        | 0     | 0                 | 0     | 0        | 1        | 2  | 1                                   | 1  | 2  | 1                                  | 1   |
| N. Reasonable Accommodation Disability          |  |       |  |                          |       |                   |       |          | 0        | 0  | 0                                   | 0  | 3  | 3                                  | 3   |

| 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        | 0        | 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  | 1                        | 0     | 0                 | 0     | 0        | 2        | 5  | 3                                   | 3  | 1  | 1                                  | 1   |
| T. Termination                                  | 0  | 0     | 0  | 2                        | 0     | 0                 | 2     | 0        | 2        | 9  | 5                                   | 5  | 5  | 3                                  | 3   |
| U. Terms/Conditions of Employment               | 0  | 0     | 0  | 4                        | 2     | 0                 | 5     | 0        | 7        | 17                                       | 7                                   | 7  | 22                                       | 10                                 | 10  |
| V. Time and Attendance                          | 0  | 1     | 0  | 0                        | 3     | 0                 | 2     | 0        | 2        | 7  | 4                                   | 4  | 8  | 3                                  | 3   |
| W. Training                                     | 0  | 0     | 0  | 1                        | 2     | 0                 | 2     | 0        | 1        | 6  | 3                                   | 3  | 10                                       | 5                                  | 5   |
| X. Other (Please Specify Below)                 | 0  | 2     | 0  | 4                        | 1     | 0                 | 4     | 0        | 3        | 9  | 6                                   | 6  | 19                                       | 9                                  | 9   |
| User Defined - Other 1                          | 0  | 2     | 0  | 4                        | 1     | 0                 | 4     | 0        | 3        | 9  | 6                                   | 6  | 19                                       | 9                                  | 9   |
| 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            | 1  | 5     | 0  | 29                       | 14    | 1                 | 4     | 0        | 28       |  |                                     |  |  |                                    |   |
| 1a. Number of Counselings Settled               | 1  | 4     | 0  | 22                       | 6     | 1                 | 3     | 0        | 22       |  |                                     |  |  |                                    |   |
| 1b. Number of Counselees Settled With           | 1  | 4     | 0  | 22                       | 6     | 1                 | 3     | 0        | 22       |  |                                     |  |  |                                    |   |
|   |  |       |  |                          |       |                   |       |          |          |  |                                     |  |  |                                    |   |
| 2. Complaint Settlement Allegations             | 0  | 4     | 0  | 27                       | 9     | 0                 | 31    | 5        | 52       |  |                                     |  |  |                                    |   |
| 2a. Number of Complaints Settled                | 0  | 2     | 0  | 18                       | 4     | 0                 | 16    | 2        | 29       |  |                                     |  |  |                                    |   |

| 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  | 2     | 0  | 18                       | 4     | 0                 | 16    | 2        | 29       |  |                                     |  |  |                                    |   |

### 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  | 3      | 0    | 0                            | 0                 | 2     |               |        | 3   | 1          | 1        | 0    | 15                                       | 6                                   | 6  | 6  | 4                                  |
| B. Assignment of Duties                         | 1  | 5      | 0    | 0                            | 1                 | 0     |               |        | 6   | 0          | 3        | 0    | 10                                       | 7                                   | 7  | 23                                       | 8                                  |
| C. Awards                                       | 0  | 3      | 0    | 0                            | 0                 | 0     |               |        | 2   | 0          | 1        | 0    | 0  | 0                                   | 0  | 12                                       | 5                                  |
| D. Conversion to Full Time/Perm Status          | 0  | 0      | 0    | 0                            | 0                 | 1     |               |        | 0   | 0          | 0        | 0    | 2  | 1                                   | 1  | 0  | 0                                  |
| E. Disciplinary Action                          | 4  | 9      | 0    | 0                            | 0                 | 2     |               |        | 8   | 2          | 8        | 0    | 38                                       | 25                                  | 25                                       | 34                                       | 16                                 |
| 1. Demotion                                     | 0  | 0      | 0    | 0                            | 0                 | 0     |               |        | 0   | 0          | 0        | 0    | 0  | 0                                   | 0  | 0  | 0                                  |
| 2. Reprimand                                    | 1  | 1      | 0    | 0                            | 0                 | 0     |               |        | 2   | 1          | 2        | 0    | 10                                       | 6                                   | 6  | 2  | 2                                  |
| 3. Suspension                                   | 1  | 1      | 0    | 0                            | 0                 | 0     |               |        | 0   | 0          | 0        | 0    | 3  | 3                                   | 3  | 1  | 1                                  |
| 4. Removal                                      | 1  | 1      | 0    | 0                            | 0                 | 1     |               |        | 0   | 0          | 0        | 0    | 4  | 2                                   | 2  | 3  | 2                                  |
| 5. Disciplinary Warning                         | 0  | 0      | 0    | 0                            | 0                 | 0     |               |        | 1   | 0          | 2        | 0    | 3  | 1                                   | 1  | 2  | 1                                  |
| 6. Other  | 1  | 6      | 0    | 0                            | 0                 | 1     |               |        | 5   | 1          | 4        | 0    | 18                                       | 13                                  | 13                                       | 26                                       | 10                                 |
| 7.  |  |        |      |                              |                   |       |               |        |     |            |          |      |  |                                     |  |  |                                    |
| F. Duty Hours                                   | 0  | 2      | 0    | 0                            | 1                 | 0     |               |        | 1   | 0          | 1        | 0    | 0  | 0                                   | 0  | 12                                       | 3                                  |
| G. Perf. Eval./ Appraisal                       | 1  | 3      | 0    | 0                            | 0                 | 0     |               |        | 2   | 1          | 4        | 0    | 11                                       | 7                                   | 7  | 19                                       | 9                                  |
| H. Examination/Test                             | 0  | 0      | 0    | 0                            | 0                 | 0     |               |        | 0   | 0          | 0        | 0    | 0  | 0                                   | 0  | 0  | 0                                  |
| I. Harassment                                   | 8  | 18     | 0    | 0                            | 0                 | 4     |               |        | 15  | 3          | 14       | 0    | 55                                       | 33                                  | 33                                       | 77                                       | 28                                 |







| 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 |       |          |          |                              |  |  |                                      |   |  |   |   |
| R. Sex-Stereotyping                                      |   |       |  |                          |       |                   |       |          |          | 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   |
| User Defined - Other 1                                   | 0   | 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   | 0   |
| User Defined - Other 3                                   | 0   | 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   | 0   |
| 1. Final Agency Decision Findings                        | 0   | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        |                              |  |  |                                      |   |  |   |   |
| 1a. Number of FADs with Findings                         | 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        |                              |  |  |                                      |   |  |   |   |
|  |   |       |  |                          |       |                   |       |          |          |                              |  |  |                                      |   |  |   |   |
| 2. AJ Decision Findings                                  | 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        |                              |  |  |                                      |   |  |   |   |
|  |   |       |  |                          |       |                   |       |          |          |                              |  |  |                                      |   |  |   |   |
| 3. Final Agency Order Findings Implemented               | 0   | 0     | 0  | 0                        | 0     | 0                 | 0     | 0        | 0        |                              |  |  |                                      |   |  |   |   |





| 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 by Issue |
|  | 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: 10/01/2016  
– 09/30/2017**

**Part V – Summary of Closures by Statute**

|                      |   |
|----------------------|---|
| A. Statute           | (If a single complaint has multiple statutes record each on the appropriate line.)                      |
| 110                  | 1. Title VII  |
| 1                    | 1a. Pregnancy Discrimination Act (PDA)  |
| 35                   | 2. Age Discrimination in Employment Act (ADEA)  |
| 44                   | 3. Rehabilitation Act   |
| 0                    | 4. Equal Pay Act (EPA)  |
| 0                    | 5. Genetic Information Nondiscrimination Act (GINA)   |
| B. Total by Statutes |   |
| 190                  | This number may be larger than the total number of complaints closed.<br>(A1 + A1a + A2 + A3 + A4 + A5) |

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

**REPORTING PERIOD: 10/01/2016  
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**Part VI – Summary of Closures By Category**

|  | <b>Total Number</b> | <b>Total Days</b> | <b>Average Days</b> |
|--|---------------------|-------------------|---------------------|
| A. Total Number of Closures (1 + 2 + 3)  | 117                 | 47176             | 403.21              |
| 1. Withdrawals (a + b)   | 24                  | 5078              | 211.58              |
| a. Non-ADR Withdrawals   | 21                  | 4744              | 225.90              |
| b. ADR Withdrawals   | 3                   | 334               | 111.33              |
| 2. Settlements (a + b)   | 46                  | 13977             | 303.85              |
| a. Non-ADR Settlements   | 31                  | 11403             | 367.84              |
| b. ADR Settlements   | 15                  | 2574              | 171.60              |
| 3. Final Agency Actions (B + C)  | 47                  | 28121             | 598.32              |
| B. Final Agency Decisions WITHOUT an ADMINISTRATIVE JUDGE Decision (1 + 2 + 3) | 32                  | 9843              | 307.59              |
| 1. Finding Discrimination  | 0                   | 0                 | 0.00                |
| 2. Finding No Discrimination   | 8                   | 7928              | 991.00              |
| 3. Dismissal of Complaints   | 24                  | 1915              | 79.79               |
| C. Final Agency Orders WITH an ADMINISTRATIVE JUDGE (AJ) Decision (1 + 2)      | 15                  | 18278             | 1,218.53            |
| 1. AJ Decision Fully Implemented (a + b + c)                                   | 15                  | 18278             | 1,218.53            |
| (a) Finding Discrimination   | 0                   | 0                 | 0.00                |
| (b) Finding No Discrimination  | 15                  | 18278             | 1,218.53            |
| (c) Dismissal of Complaints  | 0                   | 0                 | 0.00                |
| 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                |

|   | <b>Total Number</b> | <b>Total Days</b> | <b>Average Days</b> |
|---|---------------------|-------------------|---------------------|
| D. Final Agency Merit Decisions (FAD) Issued (1 + 2 + 3 + 4)                              | 4                   | 1334              | 333.50              |
| 1. Complainant Requested Immediate FAD (1a + 1b)  | 3                   | 1285              | 428.33              |
| a. Agency Issued FAD WITHIN 60 Days Of Receipt Of FAD Request                             | 0                   | 0                 | 0.00                |
| b. Agency Issued FAD MORE THAN 60 Days Beyond Receipt Of FAD Request                      | 3                   | 1285              | 428.33              |
| 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)    | 1                   | 49                | 49.00               |
| a. Agency Issued FAD WITHIN 60 Days of Receipt Of AJ Returned Case For FAD Issuance       | 1                   | 49                | 49.00               |
| b. Agency Issued FAD MORE THAN 60 Days After Receipt Of AJ Returned Case For FAD Issuance | 0                   | 0                 | 0.00                |
| 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)**

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**Part VII – Summary of Complaints Closed by Types of Benefits**

|   | Number   | Amount  |
|---|--|---|
| A. Total complaints closed with benefits                    | 28   |   |
| B. Total closures with monetary benefits to complainant     | 14   | \$242,995.00  |
| 1. Back Pay/Front Pay                                       | 0  | \$0.00  |
| 2. Lump Sum Payment   | 8  | \$58,394.00   |
| 3. Compensatory Damages                                     | 2  | \$19,621.09   |
| 4. Attorney fees and costs                                  | 4  | \$157,878.91  |
| 5. Other  | 3  | \$7,101.00  |
| 6.  |  |   |
| D. Intentionally Left Blank                                 |  |   |
| E. Total closures with non-monetary benefits to complainant | 17   |   |
| 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   | 0  | 0   |
| a. Retroactive  | 0  | 0   |
| b. Non-Retroactive  | 0  | 0   |
| 3. Expungements   | 1  | 2   |
| 4. Reassignments  | 0  | 4   |
| 5. Removal Rescinded  | 0  | 2   |
| a. Reinstatement  | 0  | 0   |
| b. Voluntary Resignation                                    | 0  | 2   |
| 6. Accommodations   | 0  | 0   |
| 7. Training   | 1  | 5   |

|                                     |   |   |
|-------------------------------------|---|---|
| 8. Apology                          | 0 | 0 |
| 9. Disciplinary Actions             | 0 | 4 |
| a. Rescinded                        | 0 | 4 |
| b. Modified                         | 0 | 0 |
| 10. Performance evaluation modified | 0 | 2 |
| 11. Leave Restored                  | 1 | 1 |
| 12. Neutral Reference               | 0 | 1 |
| 13. Other(NM)                       | 2 | 7 |
| 14.                                 |   |   |

**AGENCY OR DEPARTMENT: AirForce  
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**REPORTING PERIOD: 10/01/2016  
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**Part VIII – Summary of Pending Complaints By Category**

|   | <b>Number Pending</b> | <b>Number of Days</b> | <b>Average Days</b> | <b>Days Pending Oldest Case</b> | <b>Oldest Case EEOC Hearing #</b> |
|---|-----------------------|-----------------------|---------------------|---------------------------------|-----------------------------------|
| A. Total Complaints Pending (Same as part II line I) (1+1a+2+3+4)   | 1204                  | 1175574               |                     |                                 |                                   |
| 1. Complaints Pending Written Notification (Acknowledgement Letter) | 19                    | 5159                  | 272.00              | 929                             |                                   |
| 1a. Complaints Pending Decision to Accept/Dismiss                   | 57                    | 26131                 | 458.00              | 1892                            |                                   |
| 2. Complaints Pending Investigation                                 | 256                   | 148616                | 581.00              | 16848                           |                                   |
| 2a. Complaints Pending 180 Day Investigation Notice                 | 3                     | 718                   | 239.00              | 284                             |                                   |
| 3. Complaints In Hearing  | 426                   | 478245                | 1,123.00            | 2472                            |                                   |
| 4. Complaints Pending A Final Agency Action                         | 446                   | 517423                | 1,160.00            | 2524                            |                                   |

**AGENCY OR DEPARTMENT: AirForce  
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**Part IX – Summary Of Investigations Completed**

|   | <b>Total</b> | <b>Total Days</b> | <b>Average</b> |
|---|--------------|-------------------|----------------|
| A. Total Investigations Completed During Reporting Period (1 + 3) | 118          | 27077             | 229.47         |
| Agency Investigations   |              |                   |                |
| 1. Investigations Completed by Agency Personnel (a + b + c)       | 112          | 25345             | 226.29         |
| a. Investigations Completed in 180 Days or Less                   | 43           | 5295              | 123.00         |
| b. Investigations Completed in 181 - 360 Days                     | 54           | 13318             | 246.63         |
| 1. Timely Completed Investigations                                | 9            | 2312              | 257.00         |
| 2. Untimely Completed Investigations                              | 45           | 11006             | 245.00         |
| c. Investigations Completed in 361 or More Days                   | 15           | 6732              | 449.00         |
| 2. Agency Investigation Costs                                     | \$0.00       |                   | 0.00           |
|   |              |                   |                |
| Contract Investigations   |              |                   |                |
| 3. Investigations Completed by Contractors (a + b + c)            | 6            | 1732              | 288.67         |
| a. Investigations Completed in 180 Days or Less                   | 0            | 0                 | 0.00           |
| b. Investigations Completed in 181 - 360 Days                     | 6            | 1732              | 288.67         |
| 1. Timely Completed Investigations                                | 0            | 0                 | 0.00           |
| 2. Untimely Completed Investigations                              | 6            | 1732              | 289.00         |
| c. Investigations Completed in 361 or More Days                   | 0            | 0                 | 0.00           |
| 4. Contractor Investigation Costs                                 | \$0.00       |                   | 0.00           |

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

**REPORTING PERIOD: 10/01/2016  
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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   | 459         | 457         |      |              |
| 2. Rejected By Individual (Counselee)  | 167         | 166         |      |              |
| 3. Intentionally Left Blank  |             |             |      |              |
| 4. Total Accepted Into ADR Program   | 258         | 258         |      |              |
| C. ADR Resources Used in Completed/Ended Counselings (Total)   | 146         | 146         |      |              |
| 1. Inhouse   | 126         | 126         |      |              |
| 2. Another Federal Agency  | 5           | 5           |      |              |
| 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)   | 15          | 15          |      |              |
| 5. Federal Executive Board   | 0           | 0           |      |              |
| 6.   |             |             |      |              |
| 7.   |             |             |      |              |
| D. ADR Techniques Used in Completed/Ended Counselings (Totals)   | 147         | 147         | 9185 | 62.48        |
| 1. Mediation   | 139         | 139         | 8991 | 64.68        |
| 2. Settlement Conferences  | 0           | 0           | 0    | 0.00         |
| 3. Early Neutral Evaluations   | 0           | 0           | 0    | 0.00         |
| 4. Fact Finding  | 1           | 1           | 44   | 44.00        |
| 5. Facilitation  | 4           | 4           | 101  | 25.25        |
| 6. Ombudsman   | 0           | 0           | 0    | 0.00         |
| 7. Peer Review   | 0           | 0           | 0    | 0.00         |

|  | <b>Counselings</b> | <b>Individuals</b> | <b>Days</b> | <b>Average Days</b> |
|--|--------------------|--------------------|-------------|---------------------|
| 8. Multiple Techniques Used (Please specify in a comment box)            | 3                  | 3                  | 49          | 16.33               |
| 9.   |                    |                    |             |                     |
| 10.  |                    |                    |             |                     |
| <b>E. Status of Cases</b>  |                    |                    |             |                     |
| 1. Total Closed  | 205                | 206                | 12871       | 62.79               |
| a. Settlements with Benefits (Monetary & Non-monetary)                   | 66                 | 66                 | 4403        | 66.71               |
| b. No Formal Complaint Filed   | 50                 | 50                 | 2881        | 57.62               |
| c. Complaint Filed   |                    |                    |             |                     |
| i. No Resolution   | 62                 | 62                 | 3872        | 62.45               |
| ii. No ADR Attempt (aka Part X.E.1.d)                                    | 22                 | 22                 | 1340        | 60.91               |
| e. Decision to File Complaint Pending at the End of the Reporting Period | 5                  | 5                  | 375         | 75.00               |
| 2. Intentionally Left Blank  |                    |                    |             |                     |

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

**REPORTING PERIOD: 10/01/2016  
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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   | 44         | 44           |      |              |
| 2. Rejected By Complainant   | 18         | 18           |      |              |
| 3. Intentionally Left Blank  |            |              |      |              |
| 4. Total Accepted Into ADR Program   | 26         | 26           |      |              |
| C. ADR Resources Used in Complaint Closures (Totals)   | 12         | 12           |      |              |
| 1. Inhouse   | 9          | 9            |      |              |
| 2. Another Federal Agency  | 2          | 2            |      |              |
| 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)   | 1          | 1            |      |              |
| 5. Federal Executive Board   | 0          | 0            |      |              |
| 6.   |            |              |      |              |
| 7.   |            |              |      |              |
| D. ADR Techniques Used in Complaint Closures (Totals)  | 14         | 14           | 681  | 48.64        |
| 1. Mediation   | 11         | 11           | 298  | 27.09        |
| 2. Settlement Conferences  | 2          | 2            | 383  | 191.50       |
| 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) | 1                 | 1                   | 0             | 0.00   |
| 10.   |                   |                     |               |        |
| 11.   |                   |                     |               |        |
| E. Status of Cases in Complaint Closures                      |                   |                     |               |        |
| 1. Total Closed   | 22                | 21                  | 2601          | 118.23 |
| a. Settlements with Benefits (Monetary & Non-monetary)        | 15                | 15                  | 832           | 55.47  |
| b. Withdrawal from EEO Process                                | 4                 | 4                   | 1742          | 435.50 |
| c. No Resolution  | 1                 | 1                   | 0             | 0.00   |
| d. No ADR Attempt   | 2                 | 2                   | 27            | 13.50  |
| 2. Intentionally Left Blank                                   |                   |                     |               |        |
|   | <b>Complaints</b> | <b>Complainants</b> | <b>Amount</b> |        |
| F. Benefits Received  |                   |                     |               |        |
| 1. Monetary (Insert Totals)                                   | 5                 | 5                   | \$38,263.00   |        |
| a. Compensatory Damages                                       | 0                 | 0                   | \$0.00        |        |
| b. Backpay/Frontpay   | 0                 | 0                   | \$0.00        |        |
| c. Lump Sum   | 3                 | 3                   | \$31,162.00   |        |
| d. Attorney Fees and Costs                                    | 0                 | 0                   | \$0.00        |        |
| e. Other  | 3                 | 3                   | \$7,101.00    |        |
| f.  |                   |                     |               |        |
| 2. Non-Monetary (Insert Totals)                               | 8                 | 8                   |               |        |
| a. Hires  | 0                 | 0                   |               |        |
| i. Retroactive  | 0                 | 0                   |               |        |
| ii. Non-Retroactive   | 0                 | 0                   |               |        |
| b. Promotions   | 0                 | 0                   |               |        |
| i. Retroactive  | 0                 | 0                   |               |        |
| ii. Non-Retroactive   | 0                 | 0                   |               |        |
| c. Expungements   | 1                 | 1                   |               |        |
| d. Reassignments  | 0                 | 0                   |               |        |
| e. Removals Rescinded   | 0                 | 0                   |               |        |
| i. Reinstatement  | 0                 | 0                   |               |        |
| ii. Voluntary Resignation                                     | 0                 | 0                   |               |        |

|                                    |   |   |  |  |
|------------------------------------|---|---|--|--|
| f. Accommodations                  | 0 | 0 |  |  |
| g. Training                        | 3 | 3 |  |  |
| h. Apology                         | 0 | 0 |  |  |
| i. Disciplinary Actions            | 2 | 2 |  |  |
| i. Rescinded                       | 2 | 2 |  |  |
| ii. Modified                       | 0 | 0 |  |  |
| j. Performance Evaluation Modified | 1 | 1 |  |  |
| k. Leave Restored                  | 1 | 1 |  |  |
| l. Neutral Reference               | 0 | 0 |  |  |
| m. Other                           | 5 | 5 |  |  |
| n.                                 |   |   |  |  |

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

**REPORTING PERIOD: 10/01/2016  
– 09/30/2017**

**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         |         |
|   | <b>Amount</b> |           |         |
| 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  |               |           |         |
|   | <b>YES</b>    | <b>NO</b> |         |
| 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, 2016 through September 30, 2017, 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 2017 report (with the PIN entered) is due on or before October 31.