

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2018

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	655	643
C.1. COUNSELED WITHIN 30 DAYS	180	176
C.2. COUNSELED WITHIN 31 TO 90 DAYS	382	379
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	98	97
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	181	179
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	103	103
C.3. COUNSELED BEYOND 90 DAYS	93	92
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	326	323
D.2. INITIATED DURING THE REPORTING PERIOD	797	770
D.3. COMPLETED/ENDED COUNSELINGS	655	643
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	79	79
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	230	228
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	338	334
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	8	8
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	468	453

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	4	4	\$41,885.60
E.1. COMPENSATORY DAMAGES	1	1	\$2,685.60
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	3	3	\$39,200.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	9	9
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	2	2
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	7	5
F.9.a. RESCINDED	1	1
F.9.b. MODIFIED	6	6
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	1	1
F.12. NEUTRAL REFERENCE	0	0
F.13.0	0	0
F.14.0	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	8	8	\$17,659.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	2	2	\$141.00
G.3. LUMP SUM PAYMENT	6	6	\$15,518.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$2,000.00
G.5.0	0	0	\$0.00
G.6.0	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	67	67
H.1. HIRES	3	3
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	3	3
H.2. PROMOTIONS	1	1
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	1	1
H.3. EXPUNGEMENTS	4	4
H.4. REASSIGNMENTS	21	21
H.5. REMOVALS RESCINDED	3	3
H.5.a. REINSTATEMENT	1	1
H.5.b. VOLUNTARY RESIGNATION	2	2
H.6. ACCOMMODATIONS	4	4
H.7. TRAINING	9	9
H.8. APOLOGY	2	2
H.9. DISCIPLINARY ACTIONS	8	8
H.9.a. RESCINDED	6	6
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	4	4
H.11. LEAVE RESTORED	6	6
H.12. NEUTRAL REFERENCE	2	2
H.13.	0	0
H.14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	11	11

PART II - FORMAL COMPLAINT ACTIVITIES

1,209	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
356	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
1,566	D. TOTAL COMPLAINTS
1,559	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
343	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
7	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1,223	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
352	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
3	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	181,780			
A.1.b. PERMANENT EMPLOYEES	141,237			
A.2. COUNSELOR	310		0	
A.2.a. FULL-TIME	310	100	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	0	0	0	0
A.3. INVESTIGATOR	0		0	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	10	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	10	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	300	0	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	175	0	0	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	125	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Cyrus A. Salazar, GS-15, DAF		
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO	
				X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	PERSON Brian T. Kelly, Lt Gen, USAF		
	TITLE	Deputy Chief of Staff Manpower, Personnel, and Services		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	PERSON Crystal A. Glaster, Maj, USAF		
	TITLE	Chief, Accessions & Equal Opportunity Branch		
4.	WHO DOES THAT PERSON REPORT TO?	PERSON Robert T. Romer, GS-15, DAF		
	TITLE	Chief, Accessions, Workforce, Career Division		

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	1	1	10	2	1	6	3	17	101	49	49
B. ASSIGNMENT OF DUTIES	0	3	2	13	3	1	9	2	18	100	42	42
C. AWARDS	0	0	0	6	1	0	1	0	7	30	15	15
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	1	0	0	0	0	0	3	1	1
E. DISCIPLINARY ACTION	0	1	1	29	5	0	10	5	47	176	82	81
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	1	6	0	0	2	1	14	37	20	20
E.3. SUSPENSION	0	0	0	7	2	0	2	2	12	48	21	20
E.4. REMOVAL	0	0	0	5	1	0	2	1	6	30	13	13
E.5. DISCIPLINARY WARNING	0	1	0	11	2	0	4	1	15	61	9	9
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	4	0	0	2	2	4	21	7	7
G. PERF. EVAL./APPRAISAL	0	1	0	12	2	0	2	3	28	91	49	49
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	1	1	1
I. HARASSMENT	0	5	2	36	8	4	13	4	66	310	148	148
I.1. NON-SEXUAL	0	5	2	36	8	4	13	4	63	292	131	131
I.2. SEXUAL									3	18	17	17
J. MEDICAL EXAMINATION	0	0	0	1	0	0	0	0	1	6	3	3
K. PAY INCLUDING OVERTIME	0	0	0	6	1	0	1	0	4	20	10	10
L. PROMOTION/NON-SELECTION	0	0	1	17	1	1	4	3	19	101	46	45
M. REASSIGNMENT	0	0	0	2	1	1	1	2	9	31	14	14
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	2	1	1	1	2	9	31	14	14
N. REASONABLE ACCOMMODATION									11	52	41	41
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								1	0	1	1	1
Q. RETIREMENT	0	1	0	1	0	0	0	0	1	12	5	5
R. SEX-STEROTYPING										4	4	4
S. TELEWORK	0	0	0	2	0	0	1	1	1	13	4	4
T. TERMINATION	0	1	0	11	3	0	3	2	6	58	29	29
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	8	2	0	3	2	12	66	31	31
V. TIME AND ATTENDANCE	0	0	0	7	1	0	1	0	18	55	29	29
W. TRAINING	0	0	0	5	0	0	1	0	6	19	12	12
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0

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REPORTING PERIOD: FY 2018

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	RACE					COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE				TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE									
TOTAL ALL ISSUES BY BASES	0	13	7	171	30	8	58	30	275					
TOTAL ALL COMPLAINTS FILED BY BASES	0	9	2	103	23	7	35	19	160					
TOTAL ALL COMPLAINANTS BY BASES	0	9	2	101	23	7	34	19	157					

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	3	9	0	0	3	4			22	11	8	0	101	49	49
B. ASSIGNMENT OF DUTIES	6	13	0	0	2	3			17	3	5	0	100	42	42
C. AWARDS	2	4	0	0	1	0			3	2	3	0	30	15	15
D. CONVERSION TO FULL TIME	1	0	0	0	0	0			1	0	0	0	3	1	1
E. DISCIPLINARY ACTION	10	17	1	0	1	0			22	11	16	0	176	82	81
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	3	4	1	0	0	0			3	0	2	0	37	20	20
E.3. SUSPENSION	2	7	0	0	0	0			6	5	3	0	48	21	20
E.4. REMOVAL	1	1	0	0	0	0			3	4	6	0	30	13	13
E.5. DISCIPLINARY WARNING	4	5	0	0	1	0			10	2	5	0	61	9	9
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	2	2	0	0	1	0			2	1	1	0	21	7	7
G. EVALUATION/APPRaisal	6	12	0	0	1	2			12	3	7	0	91	49	49
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	1	0	1	1	1
I. HARASSMENT	14	46	1	1	4	11			35	24	35	1	310	148	148
I.1. NON-SEXUAL	9	36	1	1	4	11			35	24	35	1	292	131	131
I.2. SEXUAL	5	10	0	0									18	17	17
J. MEDICAL EXAMINATION	0	0	0	0	0	0			3	0	1	0	6	3	3
K. PAY INCLUDING OVERTIME	1	3	0	0	0	0	0	0	4	0	0	0	20	10	10
L. PROMOTION/NON-SELECTION	5	11	0	0	1	2			22	3	11	0	101	46	45
M. REASSIGNMENT	2	6	0	0	0	0			3	1	3	0	31	14	14
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0
M.2. DIRECTED	2	6	0	0	0	0			3	1	3	0	31	14	14
N. REASONABLE ACCOMMODATION DISABILITY				0						10	31	0	52	41	41
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													1	1	1
Q. RETIREMENT	0	1	0	0	0	1			3	1	3	0	12	5	5
R. SEX-STEROTYPING	0	4	0										4	4	4
S. TELEWORK	1	2	0	0	0	0			2	1	2	0	13	4	4
T. TERMINATION	3	3	0	0	0	3			6	9	8	0	58	29	29
U. TERMS/CONDITIONS OF EMPLOYMENT	4	8	0	0	2	3			8	5	8	1	66	31	31
V. TIME AND ATTENDANCE	0	10	0	0	1	0			7	2	8	0	55	29	29
W. TRAINING	0	3	0	0	0	0			3	0	1	0	19	12	12
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL ISSUES BY BASES	60	154	2	1	17	29	0	0	175	87	152	2			
TOTAL ALL COMPLAINTS FILED BY BASES	37	87	2	1	14	19	0	0	115	56	100	2			
TOTAL ALL COMPLAINANTS BY BASES	37	87	2	1	14	19	0	0	113	56	100	2			

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	1	0	1	1	0	1	0	4	23	8	8	8	5	5
B. ASSIGNMENT OF DUTIES	0	0	0	4	0	0	2	0	5	7	4	4	23	12	12
C. AWARDS	0	0	0	0	0	0	0	0	1	3	2	2	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	15	1	0	6	2	20	72	22	22	41	19	18
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	4	0	0	3	0	13	14	2	2	8	5	5
E.3. SUSPENSION	0	0	0	7	0	0	2	1	5	26	8	8	6	5	4
E.4. REMOVAL	0	0	0	3	0	0	1	0	1	2	1	1	10	3	3
E.5. DISCIPLINARY WARNING	0	0	0	1	1	0	0	1	1	30	11	11	17	6	6
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	2	0	1	0	3	4	4	4	7	3	3
G. PERF. EVAL./APPRAISAL	0	1	0	6	1	0	3	1	10	4	3	3	30	12	12
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	24	4	1	12	4	36	144	30	30	209	50	49
I.1. NON-SEXUAL	0	2	0	24	4	1	12	4	35	143	29	29	200	44	43
I.2. SEXUAL									1	1	1	1	9	6	6
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	10	2	2
K. PAY INCLUDING OVERTIME	0	0	0	2	0	0	3	0	3	3	1	1	9	3	3
L. PROMOTION/NON-SELECTION	0	0	0	4	0	0	2	0	5	15	7	7	19	8	8
M. REASSIGNMENT	0	0	0	5	0	0	4	1	9	24	11	11	22	9	9
M.1. DENIED	0	0	0	2	0	0	2	0	3	7	3	3	9	4	4
M.2. DIRECTED	0	0	0	3	0	0	2	1	6	17	8	8	13	5	5
N. REASONABLE ACCOMMODATION									1	10	9	9	8	6	6
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										1	1	1	2	1	1
S. TELEWORK	0	0	0	1	0	0	0	0	1	0	0	0	3	1	1
T. TERMINATION	0	0	0	4	0	0	0	0	3	14	8	8	9	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	4	0	1	3	1	8	11	5	5	28	13	13
V. TIME AND ATTENDANCE	0	0	0	3	1	0	1	0	7	9	3	3	26	10	10
W. TRAINING	0	0	0	3	1	0	1	0	1	7	4	4	17	9	9
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2018

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1. COUNSELING SETTLEMENT ALLEGATIONS	0	2	0	33	9	1	8	3	31						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	22	4	1	5	2	21						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	22	4	1	5	2	21						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	4	0	44	2	1	31	6	86						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	2	0	24	2	1	15	3	43						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	2	0	23	2	1	15	3	41						

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2018

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	1	0	1	0	1			1	4	3	0	23	8	8	8	5	5
B. ASSIGNMENT OF DUTIES	2	6	0	0	0	0			3	2	5	0	7	4	4	23	12	12
C. AWARDS	0	1	0	0	0	0			0	0	0	0	3	2	2	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	3	12	0	0	2	0			9	7	4	0	72	22	22	41	19	18
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	1	1	0	0	1	0			1	3	1	0	14	2	2	8	5	5
E.3. SUSPENSION	0	3	0	0	0	0			4	2	0	0	26	8	8	6	5	4
E.4. REMOVAL	0	1	0	0	0	0			0	1	1	0	2	1	1	10	3	3
E.5. DISCIPLINARY WARNING	2	7	0	0	1	0			4	1	2	0	30	11	11	17	6	6
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	1	0	0	0	0	1			0	0	2	0	4	4	4	7	3	3
G. EVALUATION/APPRaisal	1	3	0	0	0	1			2	2	3	0	4	3	3	30	12	12
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	9	25	0	0	4	0			20	14	16	0	144	30	30	209	50	49
I.1. NON-SEXUAL	7	21	0	0	4	0			20	14	16	0	143	29	29	200	44	43
I.2. SEXUAL	2	4	0	0									1	1	1	9	6	6
J. MEDICAL EXAMINATION	0	0	0	0	0	0			2	0	1	0	0	0	0	10	2	2
K. PAY INCLUDING OVERTIME	1	1	0	0	0	0	0	0	0	0	2	0	3	1	1	9	3	3
L. PROMOTION/NON-SELECTION	2	7	0	0	1	0			8	1	4	0	15	7	7	19	8	8
M. REASSIGNMENT	0	7	0	0	2	0			6	1	7	0	24	11	11	22	9	9
M.1. DENIED	0	2	0	0	1	0			2	0	2	0	7	3	3	9	4	4
M.2. DIRECTED	0	5	0	0	1	0			4	1	5	0	17	8	8	13	5	5
N. REASONABLE ACCOMMODATION DISABILITY				0						9	12	0	10	9	9	8	6	6
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	2	0										1	1	1	2	1	1
S. TELEWORK	0	0	0	0	0	0			0	0	1	0	0	0	0	3	1	1
T. TERMINATION	1	4	0	0	1	0			3	4	3	0	14	8	8	9	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	6	0	0	2	1			3	2	4	0	11	5	5	28	13	13
V. TIME AND ATTENDANCE	1	2	0	0	3	0			1	2	3	0	9	3	3	26	10	10
W. TRAINING	0	2	0	0	1	0			3	0	3	0	7	4	4	17	9	9
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2018

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1. COUNSELING SETTLEMENT ALLEGATIONS	7	34	0	1	10	3	0	0	32	20	26	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	4	18	0	1	2	2	0	0	22	17	21	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	4	18	0	1	2	2	0	0	22	17	21	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	14	45	0	0	6	1	0	0	29	28	47	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	7	25	0	0	4	1	0	0	21	16	25	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	7	25	0	0	4	1	0	0	21	16	24	0						

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2018

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

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	2	0	0	0	2	1	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0
I.2. SEXUAL									1	0	0	0	1	1	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2018

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	1								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	1								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

REPORTING PERIOD: FY 2018

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	0	0	0			0	0	0	0	0	0	2	1	0	0	0	0
I.1. NON-SEXUAL	0	1	0	0	0	0			0	0	0	0	0	0	1	1	0	0	0	0
I.2. SEXUAL	0	1	0	0	0	0			0	0	0	0	0	0	1	1	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: DOD Department of the Air Force

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

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	1	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	1	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

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PART V - SUMMARY OF CLOSURES BY STATUTE

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

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	343	379367	1,106.03
A.1. WITHDRAWALS	37	8958	242.11
A.1.a. NON-ADR WITHDRAWALS	28	8448	301.71
A.1.b. ADR WITHDRAWALS	9	510	56.67
A.2. SETTLEMENTS	78	29471	377.83
A.2.a. NON-ADR SETTLEMENTS	47	24661	524.70
A.2.b. ADR SETTLEMENTS	31	4810	155.16
A.3. FINAL AGENCY ACTIONS	228	340938	1,495.34
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	202	309503	1,532.19
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	202	309503	1,532.19
B.3. DISMISSAL OF COMPLAINTS	0	0	0.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	26	31435	1,209.04
C.1. AJ DECISION FULLY IMPLEMENTED	25	30116	1,204.64
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	25	30116	1,204.64
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	1	1319	1,319.00
C.2.a. FINDING DISCRIMINATION	1	1319	1,319.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	1319	1,319.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	202	294223	1,456.55
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	31	9436	304.39
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	31	9436	304.39
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	133	225032	1,691.97
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	133	225032	1,691.97
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	37	57703	1,559.54
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	37	57703	1,559.54
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	1	2052	2,052.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	1	2052	2,052.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	78	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	33	\$554,047.98
B.1. BACK PAY/FRONT PAY	1	\$1,234.98
B.2. LUMP SUM PAYMENT	28	\$288,790.50
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	7	\$264,022.50
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	61	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	1	1
F.3. EXPUNGEMENTS	9	16
F.4. REASSIGNMENTS	3	8
F.5. REMOVALS RESCINDED	4	5
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	4	5
F.6. ACCOMMODATIONS	0	1
F.7. TRAINING	2	3
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	1	17
F.9.a. RESCINDED	1	8
F.9.b. MODIFIED	0	9
F.10. PERFORMANCE EVALUATION MODIFIED	0	4
F.11. LEAVE RESTORED	5	9
F.12. NEUTRAL REFERENCE	1	1
F.13.	0	0
F.14.	0	0

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	1223	1525537			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	30	13557	451.9	1294	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	60	45825	763.75	2257	
A.2. COMPLAINTS PENDING IN INVESTIGATION	303	230894	762.03	17213	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	10	2532	253.2	471	
A.3. COMPLAINTS PENDING IN HEARINGS	447	598854	1339.72	3117	451-2011-00079X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	383	636407	1661.64	2889	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	105	26541	252.77
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	105	26541	252.77
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	27	4371	161.89
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	67	16199	241.78
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	14	3354	239.57
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	53	12845	242.36
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	11	5971	542.82
A.2. AGENCY INVESTIGATION COSTS	\$548,835.00		\$5,227.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	0	0	0.00
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$0.00		\$0.00

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

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY		361	353		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		104	103		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		257	257		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
C.1. INHOUSE		170	169		
C.2. ANOTHER FEDERAL AGENCY		151	150		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		9	9		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		7	7		
C.5. FEDERAL EXECUTIVE BOARD		3	3		
C.6.		0	0		
C.7.		0	0		
		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
D.1. MEDIATION		170	169	9288	54.64
D.2. SETTLEMENT CONFERENCES		159	158	8810	55.41
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		2	2	139	69.50
D.6. OMBUDSMAN		9	9	339	37.67
D.7. PEER REVIEW		0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.9.		0	0	0	0.00
D.10.		0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		257	257	14179	55.17
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		68	68	3913	57.54
E.1.b. NO FORMAL COMPLAINT FILED		92	90	4973	54.05
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		71	71	4032	56.79
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		25	23	1197	47.88
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		1	1	64	64.00

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	57	56		
B.2. REJECTED BY COMPLAINANT	9	9		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	48	47		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	25	25		
C.1. INHOUSE	23	23		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	2	2		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	25	25	936	37.44
D.1. MEDIATION	24	24	880	36.67
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	1	1	56	56.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	48	47	3432	71.50
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	31	30	2704	87.23
E.1.b. WITHDRAWAL FROM EEO PROCESS	9	9	417	46.33
E.1.c. NO RESOLUTION	5	5	267	53.40
E.1.d. NO ADR ATTEMPT	3	3	44	14.67
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	7	7	\$58,295.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	6	6	\$26,295.00	
F.1.d. ATTORNEY FEES AND COSTS	1	1	\$32,000.00	
F.1.e.	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	28	27		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	1	1		
F.2.d. REASSIGNMENTS	6	6		
F.2.e. REMOVALS RESCINDED	2	2		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	2	2		
F.2.f. ACCOMMODATIONS	1	1		
F.2.g. TRAINING	2	2		
F.2.h. APOLOGY	12	11		
F.2.i. DISCIPLINARY ACTIONS	11	10		
F.2.i.i. RESCINDED	7	7		
F.2.i.ii. MODIFIED	4	3		
F.2.j. PERFORMANCE EVALUATION MODIFIED	1	1		
F.2.k. LEAVE RESTORED	7	7		
F.2.l. NEUTRAL REFERENCE	0	0		
F.2.m.	0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	181780
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	4
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	4
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$640,000.00

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Kimberly A. Mlinaz, GS-15, DAF
E.2. TITLE	Director, Negotiation & Dispute Resolution
E.3. TELEPHONE NUMBER	703-601-1237
E.4. EMAIL	Kimberly.a.mlinaz.civ@mail.mil

F. EEO ADR PROGRAM INFORMATION

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

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2017 through September 30, 2018 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Cyrus Salazar
TITLE OF CERTIFYING OFFICIAL:	Director
TELEPHONE NUMBER:	(240) 612-4113
E-MAIL:	cyrus.a.salazar.civ@mail.mil
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	07-11-2018

NAME OF PREPARER:	Cinni Youngblood
TITLE OF PREPARER:	Manager, EO Operations
TELEPHONE NUMBER:	(210) 565-4964
E-MAIL:	Cinni.youngblood@us.af.mil
DATE:	07-11-2018

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Form 462 Comments

Part Name	COMMENT(expression left evaluation symbol expression right value1 value2 comment)
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PART X

C.4 Multiple Resources Used, COUNSELINGS | = | 0 | 3 | 0 | Multiple resources due to utilizing more than one mediators during mediation because of illness, or other emergencies.

If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COUNSELINGS | > | 0 | 3 | 0 | Multiple resources due to utilizing more than one mediators during mediation because of illness, or other emergencies.

PART XI

C.4 Multiple Resources Used, COMPLAINTS | = | 0 | 2 | 0 | Multiple resources due to utilizing more than one mediators during mediation because of illness, or other emergencies.

If C.4 MULTIPLE RESOURCES USED (Please specify in a comment box), COMPLAINTS | > | 0 | 2 | 0 | Multiple resources due to utilizing more than one mediators during mediation because of illness, or other emergencies.