

Department of the Air Force

Notification and Federal Employee Antidiscrimination and Retaliation Act (NoFEAR)

Fiscal Year 2024 Quarter 1 Report

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

AirForce HQ (includes sub-level offices)

For 1st Quarter 2024 for period ending December 31, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pre	evious Fiscal Year D	ata		2024 Thru 42 24
	2019	2019 2020 2021		2022	2023	2024 Thru 12-31
Number of Complaints Filed	337	346	323	375	365	65
Number of Complainants	334	339	316	365	347	64
Repeat Filers	3	6	6	6	8	0

Dort 2 Complaints by Dasis			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year [Data		0004 There
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 Thru 12-31
Race	138	164	148	134	158	29
Color	53	74	74	76	71	12
Religion	16	11	12	67	26	5
Reprisal	183	145	158	164	152	29
Sex	129	122	118	121	123	29
PDA	1	1	1	2	2	1
National Origin	43	34	40	33	51	11
Equal Pay Act	6	1	5	8	9	4
Age	111	116	117	113	99	19
Disability			118	142	161	25
Genetics	2 2 5		5	8	4	1
Non-EEO	2	4	2	5	2	0

Part 3 Complaints By Issue			Compai	rative Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions. The reporting of Reassignment Claims has been changed from two separate Denied and		Previo	us Fiscal Ye	ar Data		2024 Thru 12-31
Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2019	2020	2021	2022	2023	
Appointment/Hire	52	40	44	49	32	2
Assignment of Duties*	49	41	49	54	0	0
Awards	11	1	14	7	9	1
Conversion to Full Time/Perm Status*	0	0	1	3	0	0
Disciplinary Action		•		•		•
Demotion	1	3	4	0	2	0
Reprimand**	20	17	21	22	0	0
Suspension	25	26	28	15	19	3
Removal	17	14	19	10	19	4
Other Disciplinary Actions**	0	0	0	0	29	2
Other 2**	0	0	0	0	0	0
Duty Hours*	8	9	16	8	0	0
Perf. Eval./ Appraisal	42	40	38	44	32	7
Examination/Test	4	3	1	14	2	0
Harassment		•	•	•		
Non-Sexual	158	171	154	169	160	31
Sexual	19	10	20	21	17	2
Medical Examination	1	2	1	11	5	0
Pay including overtime	9	13	6	14	9	2
Promotion/Non-Selection	37	46	32	43	34	5
Reassignment		•				
Reassignment: Denied/Directed	6	6	4	12	4	1
Directed	18	16	16	14	8	2
Reasonable Accommodation Disability	23	38	35	48	46	3
Reinstatement*	0	0	2	0	0	0
Religious Accommodation	1	0	1	17	7	0
Retirement*	1	1	3	4	0	0
Sex-Stereotyping	1	2	3	3	6	0
Telework	5	2	9	22	15	4
Termination	21	35	41	37	32	7
Terms/Conditions of Employment*	46	33	42	45	0	0
Time and Attendance	35	28	27	45	26	2
Training	15	18	14	18	5	3
Other Terms/Conditions of Employment*	0	0	0	0	78	13
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

			Compara	ative Data		
Part 4 Processing Time		Pre	evious Fiscal Year D	ata		- 2024 Thru 12-31
	2019	2020	2021	2022	2023	2024 Hillu 12-31
Complaints pending during fiscal year				•	•	
Average number of days in investigation	236.44	209.4	214.39	189.19	184.12	180.16
Average number of days in final action	1009.4	718.04	364.94	304.54	130.93	48.59
Complaints pending during fiscal year where h	earing was requested		•			
Average number of days in investigation	242.59	217.21	224.07	210.83	182.78	180.37
Average number of days in final action	632.03	240	156.55	123.46	164.95	38.73
Complaints pending during fiscal year where h	earing was not request	ted				
Average number of days in investigation	239.85	205.01	206.38	184.84	186.01	177.59
Average number of days in final action	1101.31	810.85	407.06	387.71	107.46	69.80

			Compara	tive Data		
Part 5 Complaints Dismissed by Agency		Previ	ous Fiscal Year	Data		2024 Thru 12-31
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	38	26	28	55	41	10
Average days pending prior to dismissal	396.79	304.88	336.11	202.27	105.76	71.30
С	omplaints Withdi	awn by Complai	nants			
Total Complaints Withdrawn by Complainants	31	33	34	29	30	5

	Comparative Data												
Part 6 Total Final Agency Actions Finding Discrimination				Previ	ous Fis	cal Year	Data				202	4 Thru	
	20	2019)20	20)21	20)22	20)23	12	2-31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	4		1		0		7		10		1		
Without Hearing	4	100	1	100	0	0	2	29	5	50	1	100	
With Hearing	0	0	0	0	0	0	5	71	5	50	0	0	

Part 7 Finding of Discrimination Rendered by						Compara	itive Data						
Basis				Pre	vious Fis	cal Year D	ata				2024	I Thru	
Note: Complaints can be filed alleging multiple	20	2019		2020		2021		2022)23		12-31	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		0		7		13		1		
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Reprisal	0	0.00	0	0.00	0	0.00	2	28.57	7	53.85	1	100.00	
Sex	1	100.00	0	0.00	0	0.00	1	14.29	2	15.38	0	0.00	
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Age	1	100.00	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00	
Disability	0	0.00	0	0.00	0	0.00	4	57.14	3	23.08	1	100.00	
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	

Findings After Hearing	0		0		0		5		6		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	20.00	2	33.33	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00
Disability	0	0.00	0	0.00	0	0.00	3	60.00	3	50.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	1		0		0		2		7		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	1	50.00	5	71.43	1	100.00
Sex	1	100.00	0	0.00	0	0.00	0	0.00	2	28.57	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.

					С	ompar	ative D)ata				
Part 8 Finding of Discrimination Rendered by Issue			1	Previo	us Fisc	cal Yea	ar Data	a	1		1	Thru 12-
Tart of maing of biodimination rectacted by loade	20)19	20	20	20	21	20)22	20)23		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		8		10		1	
Appointment/Hire	0	0	0	0	0	0	1	13	1	10	0	0
Assignment of Duties*	0	0	1	100	0	0	3	38	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action			-	-	-	-	-					-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	1	13	0	0	0	0
Suspension	1	100	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	10	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	1	13	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	•			!				•		•	•	
Sexual	0	0	0	0	0	0	0	0	2	20	0	0
Non-Sexual	2	200	0	0	0	0	3	38	3	30	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	13	3	30	0	0
Reassignment	!				!			!				.!
Reassignment: Denied/Directed	0	0	0	0	0	0	1	13	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	2	25	1	10	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	10	0	0
Training	0	0	0	0	0	0	2	25	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		5		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	0	0
Assignment of Duties*	0	0	0	0	0	0	3	60	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	ļ				!			l			l	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	1	20	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	20	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	1	20	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			l.	l								
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	2	40	1	20	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	20	1	20	0	0
Reassignment	· !	!	!	!	·	!	<u>!</u>	!		<u>.</u>	!	1
Reassignment: Denied/Directed	0	0	0	0	0	0	1	20	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	20	1	20	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	20	0	0
Training	0	0	0	0	0	0	2	40	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	2		1		0		2		5		1	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	0	0
Assignment of Duties*	0	0	1	100	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	•		•	•				•		•	•	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	50	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-	!	!	·	Į .					!	!	· I
Sexual	0	0	0	0	0	0	0	0	2	40	0	0
Non-Sexual	2	100	0	0	0	0	1	50	2	40	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	2	40	0	0
Reassignment	-	!	!	Į.	Į .					!	!	· I
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data						
		2024 Thru					
	2019	2020	2021	2022	2023	12-31	
Total complaints from previous Fiscal Years	1102	1252	1006	498	338	555	
Total Complainants	1095	1236	984	491	336	538	
Number complaints pending		•			•		
Investigation	258	332	237	112	50	178	
ROI issued, pending Complainant's action	0	0	0	2	62	100	
Hearing	435	489	466	248	184	242	
Final Agency Action	194	231	222	107	78	86	
Appeal with EEOC Office of Federal Operations	227	235	260	193	207	217	

	Comparative Data							
Part 10 Complaint Investigations		2024 Thru						
	2019	2020	2021	2022	2023	12-31		
Pending Complaints Where Investigations Exceed Required Time Frames	336	424	308	134	67	84		