

# No Fear Act Report

Data as end of December - First Quarter of the Fiscal Year  
 Report POC: Air Force Personnel Center, JBSA-Randolph AFB, TX

Complaint Activity	Compared Data					
	2011	2012	2013	2014	2015	2016
Number of Complaints Filed in Fiscal Year	619	485	407	432	437	87
Number of Complainants	554	457	397	412	426	86
Repeat Filers	45	25	9	18	11	1

Complaints by Basis	Comparative Data					
	2011	2012	2013	2014	2015	2016
Race	239	181	159	170	181	34
Religion	20	18	18	7	14	2
Retaliation	290	205	164	191	177	35
Sex	169	161	138	120	137	30
National Origin	51	57	39	45	48	8
Color	56	43	44	45	44	11
Age	182	138	117	127	137	15
Disability	208	138	106	131	145	26
Equal Pay Act	5	3	3	2	2	1

Complaints By Issues	Comparative Data					
	2011	2012	2013	2014	2015	2016
Appointment	41	30	22	11	27	5
Assignment	91	75	66	75	61	15
Awards	10	13	11	19	14	2
Conversion	3	1	0	0	0	1
Disciplinary Action - Demotion	1	1	4	1	2	0
Disciplinary Action - Reprimand	30	24	34	28	29	2
Disciplinary Action - Suspension	32	33	39	21	33	7
Disciplinary Action - Removal	9	19	10	3	8	3
Disciplinary Action - Other	34	37	33	27	29	6
Duty Hours	21	26	15	18	26	5
Evaluation/Appraisal	101	76	47	61	54	10
Examination/Test	2	3	2	2	0	0
Non Sexual Harassment	169	171	136	144	152	23
Sexual Harassment	22	23	34	21	25	11
Medical Examination	4	6	4	11	7	1
Pay Including Overtime	29	20	14	14	16	5
Promotion/Non-Selection	97	57	62	67	79	19
Denied Reassignment	12	8	7	13	11	2
Directed Reassignment	21	20	24	21	13	2
Reasonable Accommodation	46	26	34	39	38	8
Reinstatement	3	2	2	1	4	0
Retirement	5	3	2	2	4	0
Termination	54	43	29	27	24	4
Terms/Conditions of Employment	86	68	53	58	50	11
Time and Attendance	33	30	28	38	27	9

Training	35	39	24	28	26	2
Other	158	129	89	92	101	17

Processing Time	Comparative Data					
	2011	2012	2013	2014	2015	2016
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	225	261	267	215	218	227
Average Number of Days in Final Action Stage	221	293	241	257	479	337
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	232	265	280	219	211	232
Average Number of Days in Final Action Stage	127	160	77	131	165	224
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	214	254	259	210	223	224
Average Number of Days in Final Action Stage	308	447	386	355	608	449

Complaints Dismissed by Agency	Comparative Data					
	2011	2012	2013	2014	2015	2016
Total Complaints Dismissed by Agency	84	65	54	60	59	14
Average Days Pending Prior to Dismissal	63	97	40	136	65	55
Total Complaints Withdrawn by Complaints	70	57	40	46	37	10

Total Final Action Finding Discrimintaion	Comparative Data					
	2011	2012	2013	2014	2015	2016
Total Number Finding	4	7	2	1	0	0
Without Hearing	0	0	2	1	0	0
With Hearing	4	7	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2011	2012	2013	2014	2015	2016
Total Number of Findings	4	7	2	1	0	0
Race	2(50.00%)	0	0	0	0	0
Religion	1(25.00%)	0	0	0	0	0
Retaliation	0	6(85.71%)	2(100.00%)	0	0	0
Sex	2(50.00%)	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	1(25.00%)	1(14.29%)	0	0	0	0
Disability	1(25.00%)	0	1(50.00%)	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2011	2012	2013	2014	2015	2016
Findings After Hearing	4	7	0	0	0	0

Race	2(50.00%)	0	0	0	0	0
Religion	1(25.00%)	0	0	0	0	0
Retaliation	0	6(85.71%)	0	0	0	0
Sex	2(50.00%)	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	1(25.00%)	1(14.29%)	0	0	0	0
Disability	1(25.00%)	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2011	2012	2013	2014	2015	2016
Findings Without Hearing	0	0	2	1	0	0
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	2(100.00%)	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	1(50.00%)	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2011	2012	2013	2014	2015	2016
Total Number of Findings	4	7	2	1	0	0
Appointment	0	0	0	0	0	0
Assignment	1(25.00%)	2(28.57%)	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	1(14.29%)	0	0	0	0
Duty Hours	0	1(14.29%)	0	0	0	0
Evaluation/Appraisal	1(25.00%)	3(42.86%)	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	2(50.00%)	1(14.29%)	1(50.00%)	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	1(14.29%)	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	1(14.29%)	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	1(50.00%)	0	0	0
Terms/Conditions of Employment	0	1(14.29%)	0	0	0	0
Time and Attendance	0	2(28.57%)	0	0	0	0
Training	1(25.00%)	1(14.29%)	0	0	0	0

Other	0	2(28.57%)	1(50.00%)	0	0	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2011	2012	2013	2014	2015	2016
Findings After Hearing	4	7	0	0	0	0
Appointment	0	0	0	0	0	0
Assignment	1(25.00%)	2(28.57%)	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	1(14.29%)	0	0	0	0
Duty Hours	0	1(14.29%)	0	0	0	0
Evaluation/Appraisal	1(25.00%)	3(42.86%)	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	2(50.00%)	1(14.29%)	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	1(14.29%)	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	1(14.29%)	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	1(14.29%)	0	0	0	0
Time and Attendance	0	2(28.57%)	0	0	0	0
Training	1(25.00%)	1(14.29%)	0	0	0	0
Other	0	2(28.57%)	0	0	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2011	2012	2013	2014	2015	2016
Findings Without Hearing	0	0	2	1	0	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	1(50.00%)	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	1(50.00%)	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	1(50.00%)	0	0	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2011	2012	2013	2014	2015	2016
Total Complaints From Previous Fiscal Years	287	344	380	471	612	878
Total Complainants	237	300	343	435	569	817
Number of Complaints Pending in Investigation	26	23	22	20	39	190
Number of Complaints Pending in Hearing	163	218	193	222	279	327
Number of Complaints Pending in Final Action	90	93	161	226	290	359
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	197	230	245	249	265	273

Complaint Investigations	Comparative Data					
	2011	2012	2013	2014	2015	2016
Pending Complaints Where Investigation Exceeds Required Time Frames	211	294	340	390	421	548