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

USAFMCOM

FY20 – FY24

			Compara	ative Data		
Part 1 Complaint Activity		Tatala				
	2020	2021	2022	2023	2024	- Totals
Number of Complaints Filed	1	2	6	3	2	14
Number of Complainants						
Repeat Filers						

Dort 2 Compleints by Desis						
Part 2 Complaints by Basis			— • • •			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	Totals
Race		1			1	2
Color						
Religion						
Reprisal						
Sex						
PDA						
National Origin						
Equal Pay Act						
Age	1			1		2
Disability		1	6	1	1	9
Genetics						
Non-EEO				1		1

Part 3 Complaints By Issue	Comparative Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.		Previo	ous Fiscal Ye	ar Data		2023 Thru			
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	06-30			
Appointment/Hire	24	17	31	26	11	11			
Assignment of Duties*	83	72	58	34	11	0			
Awards	14	8	7	7	4	3			
Conversion to Full Time/Perm Status*	1	0	0	0	0	0			
Disciplinary Action									
Demotion	3	1	4	0	1	1			
Reprimand**	43	39	0	14	0	0			
Suspension	37	33	0	19	15	11			
Removal	21	32	29	7	9	11			
Other Disciplinary Actions**	0	0	0	0	0	35			
Other 2**	0	0	0	0	0	0			
Duty Hours*	8	15	0	5	0	0			
Perf. Eval./ Appraisal	98	89	0	44	26	17			
Examination/Test	1	1	0	2	0	0			
Harrassment				•	•				
Non-Sexual	351	239	0	146	122	122			
Sexual	24	6	0	5	11	8			
Medical Examination	0	3	0	0	1	0			
Pay including overtime	11	13	0	4	4	15			
Promotion/Non-Selection	71	100	0	68	48	37			
Reassignment									
Denied	21	17	0	11	4	1			
Directed	26	39	0	19	3	9			
Reasonable Accommodation Disability	94	74	0	35	32	36			
Reinstatement*	0	3	0	1	0	0			
Religious Accommodation	1	1	0	1	52	3			
Retirement*	4	11	0	3	0	0			
Sex-Stereotyping	1	0	0	0	0	0			
Telework	31	20	0	2	4	3			
Termination	35	25	0	28	24	23			
Terms/Conditions of Employment*	135	136	0	56	0	0			
Time and Attendance	77	68	0	27	13	27			
Training	45	30	0	19	9	10			
Other Terms/Conditions of Employment*	0	0	0	0	0	61			
User Defined - Other 1*	0	1	0	4	0	0			
User Defined - Other 2*	0	0	0	1	0	0			
User Defined - Other 3*	0	0	0	0	0	0			
User Defined - Other 4*	0	0	0	0	0	0			

			Compar	ative Data		
Part 4 Processing Time		Pr	evious Fiscal Year D	Data		2022 Thru 00 20
	2018	2019	2020	2021	2022	2023 Thru 06-30
Complaints pending during fiscal year						
Average number of days in investigation	171.42	198.09	206.16	154.43	149.16	164.86
Average number of days in final action	35.16	39.87	31.69	34.44	34.07	71.64
Complaints pending during fiscal year where h	nearing was requested					
Average number of days in investigation	167.38	206.03	217.28	162.93	161.68	181.23
Average number of days in final action	20.38	29.15	23.45	16.27	19.74	38.49
Complaints pending during fiscal year where h	nearing was not reques	ted		•		·
Average number of days in investigation	175.9	189.19	189.25	146.09	138.95	179.36
Average number of days in final action	405.77	54.73	41.84	54.43	58.05	97.38

		Comparative Data											
Part 5 Complaints Dismissed by Agency		Previous Fiscal Year Data											
	2018	2019	2020	2021	2022	2023 Thru 06-30							
Part 5 Complaints Dismissed by Agency	84	51	46	22	37	25							
Average days pending prior to dismissal	20	66	40	532	68	71.33							
	Complaints Withd	lrawn by Complai	inants										
Total Complaints Withdrawn by Complainants	28	32	46	18	19	14							

	Comparative Data											
Dart & Tatal Final Aganay Actions Finding Discrimination				Previ	ious Fis	cal Year	⁻ Data				2023	3 Thru
Part 6 Total Final Agency Actions Finding Discrimination	20	018	20)19	20)20	20	021	20)22	06	6-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		10		1		10		13	
Without Hearing	0	0	1	33	3	30	0	0	2	20	12	92
With Hearing	1	100	2	67	7	70	1	100	8	80	1	8

Part 7 Finding of Discrimination Rendered by												
Basis				Pre	vious Fis	cal Year D	oata				202	3 Thru
ote: Complaints can be filed alleging multiple	20)18	20)19	20)20	20)21	20)22	06	6-30
ases. The sum of the bases may not equal total omplaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
otal Number Findings	2		7		0		2		22		13	
ace	0	0.00	1	14.29	0	0.00	0	0.00	2	9.09	4	18.18
olor	0	0.00	1	14.29	0	0.00	0	0.00	2	9.09	0	0.00
eligion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55
eprisal	1	50.00	2	28.57	0	0.00	1	50.00	8	36.36	3	13.64
ex	1	50.00	1	14.29	0	0.00	0	0.00	4	18.18	3	13.64
DA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ational Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
qual Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55
ge	0	0.00	0	0.00	0	0.00	0	0.00	2	9.09	2	9.09
isability	0	0.00	2	28.57	0	0.00	1	50.00	4	18.18	7	31.82
enetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
on-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55
										, , ,		•
ndings After Hearing	2		2		0		2		16		1	
ace	0	0.00	0	0.00	0	0.00	0	0.00	2	12.50	1	100.00
olor	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00
eligion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
eprisal	1	50.00	1	50.00	0	0.00	1	50.00	6	37.50	0	0.00
ex	1	50.00	0	0.00	0	0.00	0	0.00	2	12.50	0	0.00
DA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ational Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
qual Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ge	0	0.00	0	0.00	0	0.00	0	0.00	2	12.50	0	0.00
isability	0	0.00	1	50.00	0	0.00	1	50.00	3	18.75	0	0.00
enetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
on-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Race	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	3	14.29
Color	0	0.00	1	20.00	0	0.00	0	0.00	1	16.67	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.76
Reprisal	0	0.00	1	20.00	0	0.00	0	0.00	2	33.33	3	14.29
Sex	0	0.00	1	20.00	0	0.00	0	0.00	2	33.33	3	14.29
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	1	4.76
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	9.52
Disability	0	0.00	1	20.00	0	0.00	0	0.00	1	16.67	7	33.33
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	1	4.76

Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.

	Comparative Data											
Dart 9 Finding of Disprimination Dandarod by Jacua				Previo	us Fis	cal Yea	ar Data	a			2023	Thru 06-
Part 8 Finding of Discrimination Rendered by Issue	20)18	20)19	20	20	2021		20	22		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		3		10		1		10		14	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	7
Assignment of Duties*	0	0	0	0	3	30	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	1	10	0	0	0	0	0	0
Suspension	0	0	1	33	0	0	0	0	0	0	1	7
Removal	0	0	1	33	0	0	0	0	0	0	1	7
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	1	10	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	1	33	2	20	0	0	2	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	-	_				-		-		-	_	
Sexual	1	100	0	0	0	0	0	0	0	0	1	7
Non-Sexual	0	0	3	100	5	50	1	100	5	50	4	29
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	1	33	1	10	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	10	0	0	3	30	4	29
Reassignment					_	-		-				
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	2	20	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	1	100	1	10	2	14
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	2	20	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	1	100	0	0	0	0	0	0	2	20	0	0
Training	0	0	0	0	0	0	0	0	1	10	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	7	50
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	1		2		0		1		8		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	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	0	0	1	50	0	0	0	0	0	0	3	300
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	1	50	0	0	0	0	2	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		•										
Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	2	100	0	0	1	100	3	38	1	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	1	50	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	2	25	0	0
Reassignment												
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	13	0	0
Reasonable Accommodation Disability	0	0	1	50	0	0	1	100	1	13	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	2	25	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	1	100	0	0	0	0	0	0	2	25	0	0
Training	0	0	0	0	0	0	0	0	1	13	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	100
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	0		1		0		0		2		13	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	8
Assignment of Duties*	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	1	8
Removal	0	0	1	100	0	0	0	0	0	0	1	8
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												
Sexual	0	0	0	0	0	0	0	0	0	0	1	8
Non-Sexual	0	0	1	100	0	0	0	0	2	100	3	23
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	1	50	4	31
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	50	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	0	0	2	15
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	6	46
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

			Compar	ative Data		
Part 9 Complaints Pending from Previous Fiscal Years By Status		Previo	ous Fiscal Yea	ar Data		2023 Thru
	2018	2019	2020	2021	2022	06-30
Total complaints from previous Fiscal Years	453	461	375	324	212	213
Total Complainants	410	406	328	285	181	180
Number complaints pending						
Investigation	17	18	18	18	15	20
ROI issued, pending Complainant's action	0	1	0	1	0	2
Hearing	426	419	330	303	179	157
Final Agency Action	24	33	30	16	29	16
Appeal with EEOC Office of Federal Operations	231	274	351	298	380	335

Part 10 Complaint Investigations		Comparative Data					
		Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	06-30	
Pending Complaints Where Investigations Exceed Required Time Frames	21	17	17	14	15	14	