

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

USAFMCOM

FY20 – FY24

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					Totals
	2020	2021	2022	2023	2024	
Number of Complaints Filed	1	2	6	3	2	14
Number of Complainants						
Repeat Filers						

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					Totals
	2020	2021	2022	2023	2024	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
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					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
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.						
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
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 hearing 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 hearing was not requested						
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

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
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 Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	28	32	46	18	19	14

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
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	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		7		0		2		22		13	
Race	0	0.00	1	14.29	0	0.00	0	0.00	2	9.09	4	18.18
Color	0	0.00	1	14.29	0	0.00	0	0.00	2	9.09	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55
Reprisal	1	50.00	2	28.57	0	0.00	1	50.00	8	36.36	3	13.64
Sex	1	50.00	1	14.29	0	0.00	0	0.00	4	18.18	3	13.64
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	4.55
Age	0	0.00	0	0.00	0	0.00	0	0.00	2	9.09	2	9.09
Disability	0	0.00	2	28.57	0	0.00	1	50.00	4	18.18	7	31.82
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	4.55
Findings After Hearing	2		2		0		2		16		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	2	12.50	1	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	50.00	1	50.00	0	0.00	1	50.00	6	37.50	0	0.00
Sex	1	50.00	0	0.00	0	0.00	0	0.00	2	12.50	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	2	12.50	0	0.00
Disability	0	0.00	1	50.00	0	0.00	1	50.00	3	18.75	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	0		5		0		0		6		12	

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

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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
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					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	21	17	17	14	15	14