

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

AIR FORCE EQUAL EMPLOYMENT OPPORTUNITY DATA

Section 301 of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No Fear Act), requires each Federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 C.F.R. Part 1614. The specific data to be posted is described in section 301(b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the Air Force is available below. The posting of EEO data on agency public web sites is intended to assist Congress, Federal agencies and the public to assess whether and the extent to which agencies are living up to their equal employment opportunity responsibilities.

	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04 1st Qtr*	FY 04 2nd Qtr*	FY 04 3rd Qtr**	FY 04 4th Qtr
Complaints Filed	826	795	618	540	540	98	48	142	
Individuals Filing Complaints	1320	652	522	478	475	97	48	136	
Class Complaints	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Mixed-Case Complaints	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Repeat Filers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Bases of a Complaint									
Race									
	Black	292	449	378	264	283	22	16	37
	White	49	94	68	106	66	6	1	16
	American Indian/Alaskan Native	9	20	7	10	6	2	1	0
	American Asian Pacific Islander	15	32	9	37	38	3	1	2
Color	N/A	N/A	N/A	99	137	9	9	20	
Religion	25	52	50	35	39	5	4	5	
Reprisal	505	559	336	418	423	48	17	68	
Gender									
	(Male)	101	157	114	102	69	22	9	18
	(Female)	206	305	221	523	259	25	3	34
National Origin									
	Hispanic	105	214	76	93	80	6	5	12
	Other	51	64	31	56	54	4	3	8
Equal Pay									
	(Male)	0	0	0	0	0	0	0	0
	(Female)	1	0	0	0	0	2	0	0
Age	224	291	215	251	231	23	19	39	
Disability									
	Mental	61	100	37	66	72	8	3	14
	Physical	139	237	138	183	182	22	8	31
Issues Raised in a Complaint									
Appointment/Hire	61	73	39	28	33	23	1	9	
Assignment of Duties	125	132	99	73	130	22	13	8	
Awards	7	19	13	24	34	0	0	4	
Conversion to Full Time	0	0	3	0	5	0	0	0	
Disciplinary Action									
	a. Demotion	9	14	2	3	9	0	0	0
	b. Reprimand	38	75	35	32	36	2	7	3
	c. Suspension	70	67	42	58	65	16	7	11
	d. Removal	N/A	50	18	15	23	1	0	2
	e. Other	8	31	50	287	44	2	3	4
Duty Hours	19	52	23	27	31	14	1	4	
Equal Pay Violation	1	0	0	0	0	0	0	0	
Evaluation/Appraisal	215	394	248	216	263	26	8	19	
Examination/Test	1	2	3	5	0	0	0	0	
Harassment									
	a. Non-Sexual	340	634	290	598	360	90	24	45
	b. Sexual	35	35	25	21	30	8	0	4
Medical Examination	N/A	9	6	12	4	0	0	0	
Pay Including Overtime	52	57	15	47	42	9	6	2	
Promotion/Non-Selection	172	368	297	264	220	41	35	27	
Reassignment									
	a. Request Denied	23	18	8	13	16	0	0	2
	b. Directed	58	42	42	33	27	4	2	2
Reasonable Accommodation	0	21	19	13	25	0	0	3	
Reinstatement	5	1	7	7	5	1	1	1	
Retirement	10	8	5	8	3	0	0	0	
Termination	46	57	56	57	53	17	5	8	
Terms/Condition of Employment	110	196	67	95	78	30	8	14	
Time/Attendance	48	60	42	43	77	18	3	6	

Training	49	56	31	31	64	16	4	6
Other	274	105	196	234	262	46	37	37
Not Specified	N/A	39	N/A	N/A	N/A	N/A	N/A	N/A
Non-Referral	N/A	3	N/A	N/A	N/A	N/A	N/A	N/A
Denied Appr.	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A
Defamation	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A
Disability Paperwork	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A
EEO Activity	N/A	4	N/A	N/A	N/A	N/A	N/A	N/A
Delay Entitlement	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A
Non-Compliance	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A
Hostile Work Environment	N/A	2	N/A	234	N/A	N/A	N/A	N/A
EEO Comp. Procedure	N/A	8	N/A	N/A	N/A	N/A	N/A	N/A
Certification Proc.	N/A	3	N/A	N/A	N/A	N/A	N/A	N/A
RIF Action	N/A	1	N/A	N/A	N/A	N/A	N/A	N/A
Investigations								
Cases in Which Investigations were Completed	655	536	402	405	276	3	0	36
Average Time (days) it Took to Complete Investigation	318.2	263.6	231.4	198.6	205.5	255	0	228
Complaint Dismissals								
Complaints Dismissed	114	47	82	89	90	22	10	29
Average Time (days) it Took to Dismiss a Complaint	288.27	264.3	208.9	230.8	233.9	74.77	225.8	61.55
Pending Cases								
Number of Open Cases that were Filed in Prior Reporting Period	1281	1263	708	759	753	380	390	675
Individuals Filing in Prior Reporting Period	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Case Open at end of Reporting Period	966	1099	774	763	673	390	369	693
Open Complaints Pending Investigation	275	297	155	176	254	135	137	196
Open Complaints Pending Hearing	455	438	286	264	197	129	131	194
Open Complaints Pending Final Agency	110	201	243	235	160	100	68	169
Open Complaints Pending Appeal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Complaints in Current Fiscal Year that Have been in Investigative Stage for more than 180 Days	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Final Agency Decisions								
Final Agency Decisions: Without a Hearing Before an Administrative Judge	250	173	175	168	228	62	33	54
Total Final Agency Actions: With a Hearing Before an Administrative Judge	128	245	81	131	183	17	12	21
Finding of Discrimination								
Total Final Agency Actions: Finding of Discrimination	23	4	11	15	15	0	1	1
Findings of Discrimination without Administrative Judge Hearing	6	3	3	0	3	0	1	1
Findings of Discrimination by Administrative Judge Hearing	17	3	8	15	12	0	0	2
Complaints with No Finding of Discrimination	355	412	163	195	306	24	25	74

Number of Findings of Discrimination by Basis									
Race									
	Black	N/A							
	White	N/A							
	American Indian/Alaskan Native	N/A							
	American Asian Pacific Islander	N/A							
Color		N/A							
Religion		N/A							
Reprisal		N/A							
Gender									
	(Male)	N/A							
	(Female)	N/A							
National Origin									
	Hispanic	N/A							
	Other	N/A							
Age		N/A							
Disability									
	Mental	N/A							
	Physical	N/A							
Findings of Discrimination Without Administrative Judge Hearing		6	3	3	0	3	0	1	1
Findings of Discrimination With an Administrative Judge Hearing		17	3	8	15	12	0	0	2

Number of Findings of Discrimination by Issue									
Appointment/Hire	N/A								
Assignment of Duties	N/A								
Awards	N/A								
Conversion to Full Time	N/A								
Disciplinary Action									
a. Demotion	N/A								
b. Reprimand	N/A								
c. Suspension	N/A								
d. Removal	N/A								
e. Other	N/A								
Duty Hours	N/A								
Equal Pay Violation	N/A								
Evaluation/Appraisal	N/A								
Examination/Test	N/A								
Harassment									
a. Non-Sexual	N/A								
b. Sexual	N/A								
Medical Examination	N/A								
Pay Including Overtime	N/A								
Promotion/Non-Selection	N/A								
Reassignment									
a. Request Denied	N/A								
b. Directed	N/A								
Reasonable Accommodation	N/A								
Reinstatement	N/A								
Retirement	N/A								
Termination	N/A								
Terms/Condition of Employment	N/A								
Time/Attendance	N/A								
Training	N/A								
Other									
Not Specified	N/A								
Non-Referral	N/A								
Denied Appr.	N/A								
Defamation	N/A								
Disability Paperwork	N/A								
EEO Activity	N/A								
Delay Entitlement	N/A								
Non-Compliance	N/A								
Hostile Work Environment	N/A								
EEO Comp. Procedure	N/A								
Certification Proc.	N/A								
RIF Action	N/A								
Findings of Discrimination <i>Without</i> Administrative Judge Hearing	6	3	3	0	3	0	1	1	
Findings of Discrimination <i>With</i> an Administrative Judge Hearing	17	3	8	15	12	0	0	2	

* 2004 Q1 & Q2 data only includes AF/MC, which accounts for 60% of workplace disputes

** 2004 Q3 data accounts for approximately 95% of workplace disputes

N/A - Data not yet available