

APPENDIX C: BREAKDOWN OF EEO COMPLAINT DATA BY DOD COMPONENT

The 2016 *WGRC* results can also be broken out by Component. The DoD Components are categorized as Department of the Army, Department of the Navy,¹ Department of the Air Force, and DoD Agencies/Activities.

It is vital to understand that the data provided is based on what EEO actions occurred during the fiscal year; thus the findings and settlement data likely relate to complaints filed during previous fiscal years. The EEOC Form 462 provides the data for EEO complaint activity that occurred during the fiscal year, but does not provide insight into the disposition of the complaints filed during the year, such as whether they received a finding, were withdrawn, or were pending at the end of the fiscal year. This gap in data collection will be explored by the DEORG to identify what policy or process improvements should be developed to identify this gap for the next iteration of the *WGRC*.

FY 2016 DEPARTMENT OF THE ARMY EEO COMPLAINT DATA

Work-Related Sexual Harassment

There were 28 sexual harassment formal EEO complaints filed by Army civilians in FY 2016: 4 were male complainants and 24 were female complainants. Table 1 demonstrates that there were no sexual harassment findings in FY 2016 for Army civilians, and there were 28 complaints of sexual harassment settled.

Table 1. Army Sexual Harassment Complaints Filed, Received Findings, or Settled.

# of Sexual Harassment Complaints		# of Sexual Harassment Findings		# of Sexual Harassment Issues Settled	
Male	Female	Male	Female	Male	Female
4	24	0	0	5	23

Work-Related Gender Discrimination

There were 429 formal EEO complaints of gender discrimination filed by Army civilians in FY 2016: 135 were male complainants and 294 were female complainants. Table 2 demonstrates that the Army had no findings of gender discrimination in FY 2016 and settled 252 gender discrimination complaints.

¹ The Department of the Navy includes the U.S. Marine Corps.

Table 2. Army Issues of Gender Discrimination Complaints Filed, Received Findings, or Settled in FY 2016.

Issue	# of Gender Discrimination Complaints		# of Gender Discrimination Findings		# of Gender Discrimination Complaints Settled	
	Male	Female	Male	Female	Male	Female
Appointment/Hire	17	24	0	0	3	6
Assignment of Duties	12	30	0	0	14	22
Awards	4	5	0	0	0	6
Conversion to Full-Time	0	0	0	0	0	0
Demotion	1	0	0	0	0	1
Discipline – Reprimand	4	11	0	0	6	3
Discipline – Suspension	6	17	0	0	5	6
Discipline – Removal	3	9	0	0	3	3
Discipline – Other	7	19	0	0	6	14
Duty Hours	2	3	0	0	2	5
Evaluation/Appraisal	11	36	0	0	10	22
Examination/Test	0	1	0	0	0	1
Medical Examination	1	0	0	0	0	1
Pay (Including Overtime)	5	6	0	0	2	4
Promotion/Non-Selection	21	45	0	0	8	15
Reassignment – Denied	3	4	0	0	0	5
Reassignment – Directed	2	10	0	0	1	7
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	1	0	0	0	1
Telework	2	4	0	0	0	0
Termination	3	13	0	0	6	11
Terms/Conditions of Employment	13	29	0	0	5	21
Time and Attendance	10	17	0	0	3	15
Training	8	10	0	0	1	8
DISCRIMINATION TOTAL	135	294	0	0	75	177

In addition, when reviewing each issue, only two have more male complainants than female: Demotion (1 male, 0 female) and Medical Examination (1 male, 0 female). Of the remaining issues, the one with the largest gap between male and female complainants is Directed Reassignment (2 male, 10 female).

FY 2016 DEPARTMENT OF THE NAVY² EEO COMPLAINT DATA**Work-Related Sexual Harassment**

There were 34 sexual harassment formal EEO complaints filed by Navy civilians in FY 2016: 3 were male complainants and 31 were female complainants. Table 3 also demonstrates that, in FY 2016, there was 1 finding of sexual harassment, and 33 matters reached settlement.

Table 3. Navy Sexual Harassment Complaints Filed, Received Findings, or Settled.

# of Sexual Harassment Complaints		# of Sexual Harassment Findings		# of Sexual Harassment Issues Settled	
Male	Female	Male	Female	Male	Female
3	31	1	0	6	27

Work-Related Gender Discrimination

There were 251 formal EEO complaints of gender discrimination filed by Navy civilians in FY 2016: 91 were male complainants and 160 were female complainants. Table 4 also demonstrates that, in FY 2016, there were 3 findings of gender discrimination and 142 gender discrimination complaints were settled.

Table 4. Navy Issues of Gender Discrimination Complaints Filed, Received Findings, or Settled in FY 2016.

Issue	# of Gender Discrimination Complaints		# of Gender Discrimination Findings		# of Gender Discrimination Complaints Settled	
	Male	Female	Male	Female	Male	Female
Appointment/Hire	10	14	0	0	4	11
Assignment of Duties	10	26	0	0	1	14
Awards	1	1	0	0	1	1
Conversion to Full-Time	0	0	0	0	0	0
Demotion	0	1	0	0	0	0
Discipline – Reprimand	8	9	0	0	6	13
Discipline – Suspension	3	5	0	0	3	8
Discipline – Removal	4	7	0	0	1	2
Discipline – Other	0	0	0	0	0	0
Duty Hours	2	2	0	0	1	1
Evaluation/Appraisal	5	10	0	0	0	8
Examination/Test	0	0	0	0	0	0
Medical Examination	1	0	0	0	0	0
Pay (Including Overtime)	1	4	0	0	3	2
Promotion/Non-Selection	17	33	1	1	6	13

² Department of the Navy combines the complaint data from civilians employed by the Navy with those employed by the U.S. Marine Corps.

Reassignment – Denied	2	3	0	0	0	1
Reassignment – Directed	6	4	0	0	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	0	0
Termination	3	15	0	0	3	5
Terms/Conditions of Employment	10	9	0	0	6	14
Time and Attendance	5	9	0	0	1	5
Training	3	8	0	1	1	3
DISCRIMINATION TOTAL	91	160	1	2	40	102

In addition, when reviewing each issue, only three have more male complainants than female: Medical Examination (1 male, 0 female), Reassignment – Directed (6 male, 4 female), and Terms/Conditions of Employment (10 male, 9 female). Of the remaining issues, the one with the largest gap between male and female complainants is Termination (3 male, 15 female).

FY 2016 DEPARTMENT OF THE AIR FORCE EEO COMPLAINT DATA

The Department of the Air Force operated without an automated equal opportunity case management system since January 1, 2016. This directly impacted the Air Force's ability to collect and correlate accurate data from its Equal Employment Opportunity offices across the Service. These challenges prevented the Air Force from meeting all of the reporting requirements for FY 2016. The Air Force's new system, AF EONet, was deployed on September 29, 2017, and it anticipates a return to full compliance during the 3rd quarter of FY 2018.

FY 2016 DOD AGENCIES/ACTIVITIES EEO COMPLAINT DATA

The 2016 WGRC results combine all non-military Department civilian employees into one category identified as DoD Agencies/Activities. Combining the data from the DoD Agencies/Activities allows for a singular point of comparison to the military departments. The complaint data from the EEOC Form 462, however, are submitted each year by individual DoD Agencies/Activities. For the purposes of this report, data from each of the DoD Agencies/Activities' EEOC Forms 462 were combined. For FY 2016, the following DoD civilian Defense Agencies submitted EEOC Form 462 Reports to the Commission:

Table 5. List of DoD Components Providing FY 2016 EEO Complaint Data.

DoD Agencies	Army and Air Force Exchange Service
	Defense Commissary Agency
	Defense Contract Audit Agency
	Defense Contract Management Agency
	Defense Education Activity
	Defense Finance and Accounting Service
	Defense Health Agency
	Defense Human Resources Activity
	Defense Intelligence Agency
	Defense Information Systems Agency
	Defense Logistics Agency
	Defense Media Activity
	Defense Security Service
	Defense Threat Reduction Agency
	Missile Defense Agency
	National Geospatial-Intelligence Agency
	Office of the Inspector General
	Uniformed Services University of the Health Sciences
Washington Headquarters Service	

Work-Related Sexual Harassment

There were 32 sexual harassment formal EEO complaints filed by civilian employees in the DoD Agencies/Activities in FY 2016: 9 were male complainants and 23 were female complainants. Table 6 also demonstrates that, in FY 2016, the DoD Agencies/Activities had no findings of sexual harassment and 13 complaints of sexual harassment were settled.

Table 6. DoD Agencies/Activities Sexual Harassment Complaints Filed, Received Findings, or Settled.

# of Sexual Harassment Complaints		# of Sexual Harassment Findings		# of Sexual Harassment Issues Settled	
Male	Female	Male	Female	Male	Female
9	23	0	0	2	11

Work-Related Gender Discrimination

There were 309 formal EEO complaints of gender discrimination filed by civilian employees in the DoD Agencies/Activities in FY 2016: 117 were male complainants and 192 were female complainants. Table 7 demonstrates that, in FY 2016, there were 6 findings of gender discrimination complaints and 159 gender discrimination complaints were settled.

Table 7. DoD Agencies/Activities Issues of Gender Discrimination Complaints Filed, Received Findings, or Settled in FY 2016.

Issue	# of Gender Discrimination Complaints		# of Gender Discrimination Findings		# of Gender Discrimination Complaints Settled	
	Male	Female	Male	Female	Male	Female
Appointment/Hire	5	4	0	1	1	4
Assignment of Duties	12	12	0	0	5	10
Awards	5	2	0	0	2	1
Conversion to Full-Time	0	0	0	0	0	0
Demotion	1	2	0	0	0	0
Discipline – Reprimand	5	14	0	0	2	3
Discipline – Suspension	6	13	0	0	3	1
Discipline – Removal	3	6	0	0	1	3
Discipline – Other	5	12	0	0	5	4
Duty Hours	5	7	0	0	2	9
Evaluation/Appraisal	16	28	0	1	10	18
Examination/Test	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	14	0	0	0	9
Promotion/Non-Selection	18	27	0	1	6	16
Reassignment – Denied	3	6	1	0	1	4
Reassignment – Directed	7	6	0	0	5	3
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Sex-Stereotyping	1	1	0	0	1	0
Telework	2	4	0	0	0	1
Termination	8	9	1	0	3	1
Terms/Conditions of Employment	5	10	0	0	5	3
Time and Attendance	5	8	0	0	6	4
Training	4	7	0	1	2	5
DISCRIMINATION TOTAL	117	192	2	4	60	99

In addition, when reviewing each issue, four have more male complainants than female: Appointment/Hire (5 male, 4 female), Awards (5 male, 2 female), Reassignment – Directed (7 male, 6 female), and Retirement (1 male, 0 female). Of the remaining issues, the one with the largest gap between male and female complainants is Pay (Including Overtime) (0 male, 14 female).