

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

## AL

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	7	15	13	14	15	2
Number of Complainants	7	15	13	14	15	2
Repeat Filers	0	0	0	0	0	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	1	5	4	2	0
Color	0	0	1	3	2	0
Religion	0	1	1	0	0	0
Reprisal	4	10	8	7	11	2
Sex	1	6	6	5	7	1
PDA	0	0	0	0	1	0

National Origin	2	1	1	4	2	0
Equal Pay Act	0	3	0	2	1	0
Age	3	5	3	11	6	0
Disability	0	6	3	2	3	1
Genetics	0	1	1	1	0	0
Non-EEO	0	0	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	0	0	1	2	1	0
Assignment of Duties	0	6	4	4	2	1
Awards	0	0	2	0	2	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	2	0	0	0
Reprimand	0	2	0	0	3	0
Suspension	1	0	0	2	0	0
Removal	0	0	0	0	0	0
Other	1	3	3	0	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	4	4	5	5	0
Examination/Test	0	0	0	0	1	0
<b>Harassment</b>						
Non-Sexual	3	3	3	5	9	1

Sexual	0	0	1	0	1	0
Medical Examination	0	1	1	2	0	0
Pay (Including Overtime)	0	5	1	1	2	0
Promotion/Non-Selection	2	3	2	2	2	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	5	1	0	2	0
Reinstatement	0	0	0	0	0	0
Retirement	0	2	0	1	0	0
Termination	0	0	1	0	0	0
Terms/Conditions of Employment	1	5	5	5	2	1
Time and Attendance	0	2	1	1	1	0
Training	0	3	2	1	1	0
Other	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Complaints pending during fiscal year						
Average number of days in investigation	138.67	180.92	228.86	238.07	259.50	156.33
Average number of days in final action	31.33	99.00	0	61.00	114.33	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	126.00	188.86	241.50	244.33	182.75	154.00
Average number of days in final action	31.33	99.00	0	61.00	22.00	0













Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	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
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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-31
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	3	4	9	11	5	18
Total Complainants	3	4	9	11	5	18
<b>Number complaints pending</b>						
Investigation	0	0	1	2	0	4
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	3	3	7	7	5	10

Final Agency Action	0	0	2	3	0	4
Appeal with EEOC Office of Federal Operations	24	24	24	27	29	30
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru03-31</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	4	3	1	3