

**Pursuant to the No Fear Act:
Department of the United States Air Force**

Data as of September 30, 2007

29 CFR §1614.704(a) - (c)		29 CFR §1614.704(a) - (c)				
Complaint Activity		2007	2006	2005	2004	2003
Number of Complaints Filed in FY 1614.704(a)		472	566	604	673	540
Number of Complainants 1614.704(b)		437	519	555	608	475
Repeat Filers 1614.704(c)		35	47	49	65	65

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Basis Note: Complaints can be filed alleging multiple bases. Sum of the bases may not equal total complaints filed.		2007	2006	2005	2004	2003
Race		173	215	243	275	393
Black		122	143	173	182	283
White		37	45	41	55	66
American Indian/Alaskan Native		3	10	11	10	6
American Asian Pacific Islander		11	17	18	28	38
Color		60	59	79	105	137
Religion		14	23	27	37	39
Reprisal		229	237	99	297	423
Gender		163	188	123	247	328
Male		53	43	28	92	69
Female		110	145	95	155	259
National Origin		68	81	99	107	134
Hispanic		43	42	45	51	80
Other		25	39	54	56	54
Equal Pay		3	0	4	3	0
Male		0	0	3	0	0
Female		3	0	1	3	0
Age		129	156	142	187	231
Disability		150	177	117	190	254
Mental		51	61	37	52	72
Physical		99	116	80	138	182

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Issue Note: Complaints can be filed alleging multiple bases. Sum of the bases may not equal total complaints filed.		2007	2006	2005	2004	2003
		Appointment/Hire	13	25	28	46
Assignment of Duties		59	68	81	78	130
Awards		10	13	19	13	34
Conversion to Full-time		3	0	0	1	5
Disciplinary Action		82	90	222	131	177
Demotion		2	1	7	7	9
Reprimand		17	23	70	34	36
Suspension		26	34	66	43	65
Removal		16	10	43	17	23
Other		21	22	36	30	44
Duty Hours		19	15	33	27	31
Evaluation Appraisal		92	100	125	122	263
Examination/Test		0	2	1	2	0
Harassment		200	229	220	231	390
Non-Sexual		181	195	195	200	360
Sexual		19	34	25	31	30
Medical Examination		10	4	13	3	4
Pay (Including Overtime)		19	19	32	19	42
Promotion/Non-Selection		86	116	122	136	220
Reassignment		25	24	24	21	43
Denied		10	15	6	6	16
Directed		15	9	18	15	27
Reasonable Accommodation		15	38	31	20	25
Reinstatement		2	4	2	3	5
Retirement		5	4	4	3	3
Termination		34	23	46	38	53
Terms/Conditions of Employment		45	66	66	71	78
Time and Attendance		39	28	31	46	77
Training		20	23	29	27	64
Other	23	107	121	102	171	262

29 CFR §1614.704(f)		29 CFR §1614.704(f) Comparative Data Previous Fiscal Year Data				
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		2007	2006	2005	2004	2003
All complaints pending Investigative Stage	1614.704(f)(1)	205	130	620	655	673
All complaints pending in Final Agency Action Stage	Pending	202	314	255	211	160
All complaints pending in which Hearing was not requested	1614.704(f)(2)					
Time pending to issue Final Agency Action	Hearing not Requested	116	397	136	161.3	N/A
Time pending in Investigation Stage	Requested	33	160	419	413.58	N/A
All complaints pending in which a Hearing was requested	1614.704(f)(3)					
Open Complaints Pending Hearing	Hearing	132	124	172	166	197
Average Time (days) in investigation stage	Requested	173	610	703	676.22	N/A

29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Dismissed by Agency Pursuant to 1614.107(a)		2007	2006	2005	2004	2003
Total Complaints Dismissed by Agency		67	107	139	90	89
Average Time (days) to Dismiss a Complaint		185.8	137.1	172.9	233.9	230.8

29 CFR §1614.704(h)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Total Final Agency Actions Finding Discrimination		2007		2006		2005		2004		2003	
		#	%	#	%	#	%	#	%	#	%
Total Number of Complaints		497		284		251		279		336	
Total Number Findings 704(h)(1)		3	0.604%	2	0.704%	13	5.179%	7	2.509%	15	4.464%
Without Hearing 704(h)(2)		2	0.402%	1	0.352%	2	0.797%	3	1.075%	3	0.893%
With Hearing 704(h)(3)		1	0.201%	1	0.352%	11	4.382%	4	1.434%	12	3.571%

29 CFR §1614.704(i)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.		2007		2006		2005		2004		2003	
		#	%	#	%	#	%	#	%	#	%
Total Number Findings		3	0.60%	2	0.70%	13	5.18%	7	2.51%	15	4.46%
Number Findings		2	0.40%	1	0.35%	2	0.80%	3	1.08%	3	0.89%
Number Findings		1	0.20%	1	0.35%	11	4.38%	4	1.43%	12	3.57%
Race		0	0.00%	0	0.00%	2	14.29%	4	7.84%	14	31.82%
Black		0	0.00%	0	0.00%	2	14.29%	3	5.88%	13	29.55%
White		0	0.00%	0	0.00%	0	0.00%	1	1.96%	1	2.27%
American Indian/Alaskan		0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
American Asian Pacific		0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Color		0	0.00%	0	0.00%	1	7.14%	0	0.00%	4	9.09%
Religion		0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Reprisal		1	50.00%	1	4.17%	3	21.43%	5	9.80%	13	29.55%
Gender		3	150.00%	0	0.00%	6	42.86%	0	0.00%	10	22.73%
(Male)		1	50.00%	0	0.00%	0	0.00%	0	0.00%	4	9.09%
(Female)		2	100.00%	0	0.00%	6	42.86%	0	0.00%	6	13.64%
National Origin		0	0.00%	1	4.17%	3	21.43%	0	0.00%	2	4.55%
Hispanic		0	0.00%	0	0.00%	3	21.43%	0	0.00%	1	2.27%
Other		0	0.00%	1	4.17%	0	0.00%	0	0.00%	1	2.27%
Age		0	0.00%	1	4.17%	8	57.14%	2	3.92%	3	6.82%
Disability		0	0.00%	1	4.17%	1	7.14%	3	5.88%	5	11.36%
Mental		0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	2.27%
Physical		0	0.00%	1	4.17%	1	7.14%	3	5.88%	4	9.09%
Totals		4		4		24		14		51	

29 CFR §1614.704(j)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data										
Findings of Discrimination Rendered by Issue Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings.			2007		2006		2005		2004		2003	
			#	%	#	%	#	%	#	%	#	%
	Total Number Findings			3	0.60%	2	0.70%	13	5.18%	7	2.51%	15
Findings Without Hearing			2	0.40%	1	0.35%	2	0.80%	3	1.08%	3	0.89%
Findings After Hearing			1	0.20%	1	0.35%	11	4.38%	4	1.43%	12	3.57%
Appointment/Hire			0	0.00%	0	0.00%	6	42.86%	1	1.27%	0	0.00%
Assignment of Duties			0	0.00%	1	2.22%	4	28.57%	0	0.00%	3	6.25%
Awards			0	0.00%	0	0.00%	3	21.43%	0	0.00%	0	0.00%
Conversion to Full-time			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Disciplinary Action			0	0.00%	1	2.22%	1	7.14%	0	0.00%	16	33.33%
Demotion			0	0.00%	1	2.22%	0	0.00%	0	0.00%	0	0.00%
Reprimand			0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	27.08%
Suspension			0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	2.08%
Removal			0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	4.17%
Other			0	0.00%	0	0.00%	1	7.14%	0	0.00%	0	0.00%
Duty Hours			0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	8.33%
Equal Pay Violation			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Evaluation Appraisal			2	50.00%	2	4.44%	7	50.00%	4	5.06%	5	10.42%
Examination/Test			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Harassment			2	50.00%	1	2.22%	12	85.71%	2	2.53%	6	12.50%
Non-Sexual			2	50.00%	1	2.22%	11	78.57%	2	2.53%	6	12.50%
Sexual			0	0.00%	0	0.00%	1	7.14%	0	0.00%	0	0.00%
Medical Examination			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Pay (Including Overtime)			0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	4.17%
Promotion/Non-Selection			1	25.00%	1	2.22%	2	14.29%	1	1.27%	11	22.92%

Reassignment			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Denied			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Directed			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Reasonable Accommodation			0	0.00%	1	2.22%	0	0.00%	0	0.00%	0	0.00%
Reinstatement			1	25.00%	0	0.00%	2	14.29%	0	0.00%	0	0.00%
Retirement			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Termination			0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	12.50%
Terms/Conditions of Time and Attendance			0	0.00%	0	0.00%	4	28.57%	2	2.53%	9	18.75%
Training			1	25.00%	0	0.00%	1	7.14%	0	0.00%	0	0.00%
Other			0	0.00%	0	0.00%	2	14.29%	3	3.80%	13	27.08%
Totals			7		7		45		14		77	

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Pending From Previous Fiscal Years by Status		2007	2006	2005	2004	2003
Total complaints from previous Fiscal Years 704(k)(1)		561	586	628	685	778
Total Complainants 704(k)(2)		1033	1152	1232	1358	1318
Number complaints pending [as of 9/30]: 704(k)(3)						
Investigation		205	130	151	227	222
ROI issued, pending Complainant's action		161	7	N/A	N/A	N/A
Hearing		132	123	150	149	198
Final Agency Action		202	198	166	223	218
Appeal with EEOC Office of Federal Operations		97	57	N/A	N/A	N/A

5 CFR §724.103 (a) (5)		Comparative Data Previous Fiscal Year Data				
Federal Employee Discrimination and Retaliation - Disciplinary Actions Relating to Discrimination, Prohibited Personnel Practice, Whistleblower		2007	2006	2005	2004	2003
Total Disciplinary Actions		14	10	7	5	8
Reprimand		8	0	0	0	0
Suspension		5	8	7	5	8
Discrimination		1	3	0	1	0
Prohibited Personnel Practice		3	1	3	0	2
Sexual Harassment		1	4	4	4	6
Removal		1	2	0	0	0
Sexual Harassment		1	2	0	0	0