

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

**Army Research Lab (ARL),CCDC Aviation & Missile Center (formerly
AMRDEC),U.S. Army Combat Capabilities Development Cmd (CCDC)
(formerly RDECOM)**

For 1st Quarter 2023 for period ending December 31, 2022

****This report is based on the Complaint Against hierarchy.****

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|-----------|-----------|-----------|-----------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Number of Complaints Filed | <u>28</u> | <u>31</u> | <u>16</u> | <u>14</u> | <u>13</u> | <u>2</u> |
| Number of Complainants | 23 | 29 | 15 | 12 | 11 | 2 |
| Repeat Filers | 4 | 2 | 1 | 2 | 1 | 0 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|-----------|----------|----------|----------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12-31 |
| <u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u> | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Race | <u>9</u> | <u>6</u> | <u>8</u> | <u>5</u> | <u>6</u> | <u>0</u> |
| Color | <u>4</u> | <u>4</u> | <u>8</u> | <u>2</u> | <u>5</u> | <u>0</u> |
| Religion | <u>0</u> | <u>1</u> | <u>2</u> | <u>2</u> | <u>4</u> | <u>0</u> |
| Reprisal | <u>15</u> | <u>15</u> | <u>8</u> | <u>9</u> | <u>9</u> | <u>1</u> |
| Sex | <u>9</u> | <u>8</u> | <u>7</u> | <u>4</u> | <u>1</u> | <u>0</u> |
| PDA | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| National Origin | <u>6</u> | <u>3</u> | <u>2</u> | <u>3</u> | <u>1</u> | <u>0</u> |
| Equal Pay Act | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Age | <u>14</u> | <u>17</u> | <u>4</u> | <u>6</u> | <u>3</u> | <u>0</u> |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|-----------|----------|----------|----------|---------------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12- 31 |
| <u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints filed.</u> | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Disability | <u>1</u> | <u>12</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>2</u> |
| Genetics | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Non-EEO | <u>1</u> | <u>1</u> | <u>1</u> | <u>0</u> | <u>1</u> | <u>0</u> |

| Complaints by Issue | Comparative Data | | | | | |
|--|---------------------------|----------|----------|----------|----------|---------------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12- 31 |
| <u>Note: Complaints can be filed alleging multiple bases.</u> <u>The sum of the bases may not equal total complaints filed.</u> | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Appointment/Hire | <u>0</u> | <u>4</u> | <u>0</u> | <u>1</u> | <u>0</u> | <u>0</u> |
| Assignment of Duties | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Awards | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Conversion to Full Time/Perm Status | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Disciplinary Action | | | | | | |
| Demotion | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Reprimand | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Suspension | <u>2</u> | <u>4</u> | <u>0</u> | <u>0</u> | <u>2</u> | <u>0</u> |
| Removal | <u>0</u> | <u>1</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Disciplinary Warning | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Other Disciplinary Actions | <u>0</u> | <u>3</u> | <u>1</u> | <u>1</u> | <u>2</u> | <u>0</u> |
| Other 2 | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Duty Hours | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| Perf. Eval./ Appraisal | <u>6</u> | <u>4</u> | <u>1</u> | <u>3</u> | <u>1</u> | <u>0</u> |

| Complaints by Issue | Comparative Data | | | | | |
|--|---------------------------|----------|----------|----------|----------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12-31 |
| <u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u> | 2018 | 2019 | 2020 | 2021 | 2022 | |
| User Defined - Other 3 | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |
| User Defined - Other 4 | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 210.44 | 230.68 | 182.93 | 234.50 | 187.83 | 0 |
| Average number of days in final action | 186.44 | 171.90 | 118.67 | 218.62 | 244.27 | 844.33 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 225.33 | 253.20 | 196.56 | 227.00 | 169.43 | 0 |
| Average number of days in final action | 9.43 | 31.75 | 24.14 | 42.40 | 66.25 | 0 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 195.56 | 196.90 | 162.50 | 244.50 | 213.60 | 0 |
| Average number of days in final action | 367.29 | 265.33 | 251.00 | 806.00 | 719.00 | 844.33 |

| Complaints Dismissed by Agency | Comparative Data | | | | | |
|--------------------------------|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |

| Complaints Dismissed by Agency | Comparative Data | | | | | |
|---|---------------------------|----------|----------|----------|----------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2023 Thru 12-31 |
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Total Complaints Dismissed by Agency | <u>3</u> | <u>2</u> | <u>0</u> | <u>3</u> | <u>2</u> | <u>0</u> |
| Average days pending prior to dismissal | 11.33 | 23 | 0 | 25 | 14 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | <u>0</u> | <u>1</u> | <u>1</u> | <u>2</u> | <u>5</u> | <u>0</u> |

| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
|--|---------------------------|---|----------|---|----------|---|----------|-----|----------|---|-----------------------|---|
| | Previous Fiscal Year Data | | | | | | | | | | 2023 Thru 12-31 | |
| | 2018 | | 2019 | | 2020 | | 2021 | | 2022 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 0 | | 2 | | 0 | | 0 | |
| Without Hearing | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 |
| With Hearing | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>2</u> | 100 | <u>0</u> | 0 | <u>0</u> | 0 |

| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|---|---------------------------|---|----------|---|----------|---|----------|-----|----------|---|-----------------------|---|
| | Previous Fiscal Year Data | | | | | | | | | | 2023 Thru 12-31 | |
| | 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 | 0 | | 0 | | 0 | | 2 | | 0 | | 0 | |
| Race | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 |
| Color | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 |
| Religion | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 |
| Reprisal | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>2</u> | 100 | <u>0</u> | 0 | <u>0</u> | 0 |
| Sex | <u>0</u> | 0 | <u>0</u> | 0 | <u>0</u> | 0 | <u>2</u> | 100 | <u>0</u> | 0 | <u>0</u> | 0 |

