## ARIZONA NATIONAL GUARD No-FEAR REPORT Q2FY2021



Prepared by AZNG - Office of Equality, Diversity & Inclusion - 602-629-4561

Complaint Activity			Fiscal Ye			2021 Thru
	2016	2017	2018	2019	2020	30-JUN
Number of Complaints Filed	1	0	0	0	0	0
Number of Complainants	1	0	0	0	0	0
Repeat Filers	0	0	0	0	0	0

Complaints by Basis			parative I Fiscal Ye			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .	2016	2017	2018	2019	2020	2021 Thru 30-JUN
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	1	0	0	0	0	0
Reprisal	1	0	0	0	0	0
Sex	1	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

		Com	parative I	Data		
Complaints by Issue			Fiscal Ye			
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed .	2016	2017	2018	2019	2020	2021 Thru 30-JUN
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	1	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of	0	0	0	0	0	
Employment						0
Time and Attendance	0	0	0	0	0	0
Training	0	Ö	0	Ő	Ő	0
Other	0	0	0	0	0	0
T						

		Com	parative I	Data		
		Previous	Fiscal Ye	ear Data		2021
Processing Time	2016	2017	2018	2019	2020	Thru 30-JUN

Complaints pending during						
fiscal year						
Average number of days in investigation stage	31	0	940	0	0	0
Average number of days in final action stage	0	0	>60	0	0	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	0	0	0	0	0	0
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested				-	-	
Average number of days in investigation stage	31	0	940	0	0	0
Average number of days in final action stage	0	0	>60	0	0	0

Complaints Dismissed by			Darative D Fiscal Ye			2020 Thru
Agency	2016	2017	2018	2019	2020	09-30
Total Complaints Dismissed by Agency	0	0	0	0	0	0
Average days pending prior to dismissal	0	0	0	0	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0

Total Final Actions Finding					Comparat vious Fisc	ive Data al Year D	ata				2021 TI	ıru 30-
Discrimination		016	20	17	20	18	20	19	20	20	່ງເ	JN
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings of	0		0		0		0		0		0	
Discrimination												
Without Hearing	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
With Hearing	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A

Findings of Discrimination					Compara	tive Data						
Rendered by Basis				Prev	ious Fisc	al Year D	ata					
Note: Complaints can be filed alleging multiple bases. The sum of											-	hru 30- JN
the bases may not equal total	2	016	20	17	20	)18	20	019	20	20	1 1	JN
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Color	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Religion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sex	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
National Origin	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Equal Pay Act	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Age	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disability	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Non-EEO	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Findings After Hearing	0		0		0		0		0		0	
Race	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Color	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Religion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sex	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
National Origin	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Equal Pay Act	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Age	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disability	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Non-EEO	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Findings Without Hearing	0		0		0		0		0		0	
Race	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Color	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A

| Religion        | 0 | N/A |
|-----------------|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|
| Reprisal        | 0 | N/A |
| Sex             | 0 | N/A |
| National Origin | 0 | N/A |
| Equal Pay Act   | 0 | N/A |
| Age             | 0 | N/A |
| Disability      | 0 | N/A |
| Non-EEO         | 0 | N/A |

					Comparat	tive Data						
<b>Findings of Discrimination</b>						al Year D	ata					hru 30-
Rendered by Issue		016	-	17		18		19		020		JN
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	<b>NI</b> ( A	<mark>0</mark>	N1 / A	0 0	N1 / A	<u>0</u> 0	N1/A	<u>0</u>	N1/A	<u>0</u>	N1 / A
Appointment/Hire Assignment of Duties	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
Awards	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Conversion to Full-time	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disciplinary Action												
Demotion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprimand	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Suspension Removal		N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
Other	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
Duty Hours	Ö	N/A	0	N/A	0	N/A	0	N/A	Ö	N/A	0	N/A
Evaluation Appraisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Examination/Test	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Harassment		,								,		
Non-Sexual		N/A	0	N/A		N/A		N/A		N/A		N/A
	0		0	-	0	-	0		0		0	-
Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Medical Examination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Pay (Including Overtime)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Promotion/Non-Selection	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reassignment												
Denied	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Directed	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reasonable Accommodation	0	N/A	0	N/A	Ő	N/A	0	N/A	Ö	N/A	0	N/A
Reinstatement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Retirement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Termination	0	N/A	0	N/A	0	N/A	0	N/A	0	, N/A	0	N/A
Terms/Conditions of	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Time and Attendance	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Training	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Assignment of Duties Awards	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A
Conversion to Full-time	0	N/A	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A N/A	0	N/A
Disciplinary Action		,//		,,,,		,,,		,//		,//		
Demotion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprimand	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Suspension	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Removal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Evaluation Appraisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Examination/Test	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Harassment												
Non-Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Medical Examination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Pay (Including Overtime)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Promotion/Non-Selection	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reassignment	0	,//	0	,,,	5		0	, / .	0	,,,	0	,/
Denied	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Directed						N/A N/A		N/A N/A		N/A N/A		
	0	N/A	0	N/A	0		0		0	-	0	N/A
Reasonable Accommodation		N/A	0	N/A	0	N/A		N/A		N/A	0	N/A
Reinstatement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Retirement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Termination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Terms/Conditions of		N/A	0	N/A	0	N/A		N/A		N/A	0	N/A
Employment	0		0		0		0		0		U	

Time and Attendance	0	N/A										
Training	0	N/A										
Other	0	N/A										
	-						-				-	
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	N/A										
Assignment of Duties	0	N/A										
Awards	0	N/A										
Conversion to Full-time	0	N/A										
Disciplinary Action												
Demotion	0	N/A										
Reprimand	0	N/A										
Suspension	0	N/A										
Removal	0	N/A										
Other	0	N/A										
Duty Hours	0	N/A										
Evaluation Appraisal	0	N/A										
Examination/Test	0	N/A										
Harassment												
Non-Sexual	0	N/A										
Sexual	0	N/A										
Medical Examination	0	N/A										
Pay (Including Overtime)	0	N/A										
Promotion/Non-Selection	0	N/A										
Reassignment												
Denied	0	N/A										
Directed	0	N/A										
Reasonable Accommodation	0	N/A										
Reinstatement	0	N/A										
Retirement	0	N/A										
Termination	0	N/A										
Terms/Conditions of		N/A										
Employment	0		0		0		0		0		0	
Time and Attendance	0	N/A										
Training	0	N/A										
Other	0	N/A										

Pending Complaints Filed		Com	parative I	Data		2021
in Previous Fiscal Years		Previous	Fiscal Ye	ear Data		Thru
by Status	2016	2017	2018	2019	2020	30-JUN
Total complaints from previous Fiscal Years	9	10	10	10	10	10
Total Complainants	1	0	0	0	0	0
Number complaints pending at end of FY						
Investigation	1	0	0	0	0	0
Hearing	9	10	9	0	0	0
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0

	Comparative Data					2021
Complaint Investigations	Previous Fiscal Year Data					Thru
	2016	2017	2018	2019	2020	30-JUN
Pending Complaints Where						
Investigations Exceeds Required Time Frames	9	0	1	0	0	0