ARIZONA NATIONAL GUARD No-FEAR REPORT Q1FY2022



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

		Com	parative [Data		2021				
Complaint Activity Previous Fiscal Year Data										
	2016	2017	2018	2019	2020	DEC				
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			oarative [
Complaints by basis		Previous	Fiscal Ye	ar Data		
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 31- DEC
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

Commissione by Toolie		Com	parative [Data		
Complaints by Issue		Previous	Fiscal Ye	ar Data		
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 31- DEC
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	0	0	0	0	0
Other	0	0	0	0	0	0

		Comparative Data								
		2021								
Processing Time	2016	2017	2018	2019	2020	Thru 31- DEC				

Consoleiste andian desire						
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	l 0	0	0	0	0
Average number of days						
,	0	0	0	0	0	0
in final action stage						
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			2021 Thru 31-			
Agency	2016	2017	2018	2019	2020	DEC
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

		Comparative Data														
Total Final Actions Finding		Previous Fiscal Year Data										Previous Fiscal Year Data 2021 Thru 31-				
Discrimination	20	2016 2017 2018 2019 2020							D	EC						
	#	%	#	%	#	%	#	%	#	%	#	%				
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	Comparative Data												
Rendered by Basis				Prev	ious Fisc	al Year D	ata						
Note: Complaints can be filed alleging multiple bases. The sum of												hru 31-	
the bases may not equal total	2	016	20	17	20	18	20)19	20	20	ן ס	DEC	
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 N/A	0	N/A	0	N/A N/A	
COIOI		I IN/A		IN/A		IN/A		IN/A		IN/A		IN/A	

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

Non-EEO	0	l N/A	0	N/A		N/A		l N/A	0	l N/A		I N/A	
Findings of Discrimination	Comparative Data Previous Fiscal Year Data											2021 Thru 31-	
Findings of Discrimination Rendered by Issue	2	016	20	Pres		ai Year D 018		019	20	020	D	EC	
•	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	N1 / A	0	D1/0	0	N1/0	0	DI/A	0	DI (A	0	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	0	21/2	0	21/2	0	21/2	0	21/2	0	21/2	0	21/2	
Demotion Reprimand	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	
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	
Duty Hours	0	N/A N/A	0	N/A N/A	0	N/A	0	N/A N/A	0	N/A N/A	0	N/A N/A	
Evaluation Appraisal	0		0	-	0	N/A	0		0		0		
Examination/Test	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	
Harassment		21/2	_	21/2	_	21/2		21/2		21/2		21/2	
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													
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	0	N/A	0	N/A	0	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 Time and Attendance	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	
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	21/2	
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	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 Examination/Test	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	
Harassment		IN/A		IN/ A		IN/A		IN/ A		IN/ A		IN/A	
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		,,,		,,,		,,,		,,,		,,,		,,,	
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	0	N/A	0	N/A	0	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	ا ا	N/A	⊢ Ŭ	N/A	<u> </u>	N/A	Ť	N/A	⊢ Ť	N/A	١	N/A	
Employment	0	,	0	,	0	,,,	0	,,,	0	,,,	0	.,,.	

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
	0	,	U	11.7/21	0	,,,,	0	//	U	//	0	1.7/1
Findings Without 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	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	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	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
Duty Hours	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						-						
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	0	N/A	0	N/A	0	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		N/A		N/A		N/A		N/A		N/A
Employment	0		0		0		0		0		0	
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

Pending Complaints Filed in Previous Fiscal Years			2021 Thru 31					
by Status	2016	Previous Fiscal Year Data 2016 2017 2018 2019 2020						
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 31-
	2016	2017	2018	2019	2020	DEC
Pending Complaints Where						
Investigations Exceeds Required Time Frames	9	0	1	0	0	0