ARIZONA NATIONAL GUARD No-FEAR REPORT Q4FY2022



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

		Com	parative [Data		2022 Thru 30-				
Complaint Activity		Previous Fiscal Year Data								
	2017	2017 2018 2019 2020 2021								
Number of Complaints Filed	0	0	0	0	0	0				
Number of Complainants	0	0	0	0	0	0				
Repeat Filers	0	0	0	0	0	0				

Complaints by Basis			parative [Fiscal Ye			
Complaints by Busis						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .	2017	2018	2019	2020	2021	2022 Thru 30- SEP
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	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

Complaints by Issue			parative I			
		Previous	Fiscal Ye	ear Data		2022
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed .	2017	2018	2019	2020	2021	2022 Thru 30- SEP
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	0	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

		Com	oarative [Data		
		2022				
Processing Time	2017	2018	2019	2020	2021	Thru 30- SEP
Complaints pending during fiscal year						
Average number of days in investigation stage	0	940	0	0	0	0

Average number of days in final action stage	0	>60	0	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	0	940	0	0	0	0
Average number of days in final action stage	0	>60	0	0	0	0

Complaints Dismissed by		2022 Thru 30-				
Agency	2017	2018	2019	2020	2021	SEP
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										hru 30-
Discrimination	20	2017 2018 2019 2020 2021									SEP	
	#	%	#	%	#	%	#	%	#	%	#	%
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					Comparat	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- EP
the bases may not equal total complaints and findings.		017		18		19		20		21		
	#	%	#	%	#	%	#	%	#	%	#	%
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
	-						0				-	
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	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

Fluiding of Blandadadada					Comparat		_				2022 Thru 30-	
Findings of Discrimination Rendered by Issue	2	017	20	Prev 18		al Year D 19		20	20)21	s	EP
•	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	N1 / A	0	D1 / A	0	D1 / A	0	D1 / A	0	N1/A	0	DI/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	Ö	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 N/A	0	N/A 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 Evaluation Appraisal	0	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
	0	N/A	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		D1 / A		D1 / A		D1 / A		N1 / A		D1 / 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	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Time and Attendance Training	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
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	U	IN/A	U	N/A	U	N/A	, o	N/A	U	IN/A		IN/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	0	N/A	0	N/A	0	N/A N/A	0	N/A	0	N/A	0	N/A
Awards Conversion to Full-time	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
Disciplinary Action		IV/A		IN/ A		11/7		IN/ /-X		13/73		11/7
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		NI/A		NI/A		NI/A		NI/A		NI/A		NI/A
Sexual	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
	0		0		0		0		0		0	
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		NI/A		NI/A		NI/A		NI/A		NI/A		NI/A
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 Employment	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 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										
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 Employment	0	N/A										
Time and Attendance	0	N/A										
Training	0	N/A										
Other	0	N/A										

Pending Complaints Filed in Previous Fiscal Years		2022 Thru 30-				
by Status	2017	2018	2019	2020	2021	SEP
Total complaints from previous Fiscal Years	10	10	10	10	10	10
Total Complainants	0	0	0	0	0	0
Number complaints pending at end of FY						
Investigation	0	0	0	0	0	0
Hearing	10	9	0	0	0	0
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0

			2022			
Complaint Investigations		Thru 30-				
	2017	2018	2019	2020	2021	SEP
Pending Complaints Where						
Investigations Exceeds Required Time Frames	1	0	0	0	0	0