

Equal Employment Opportunity Data  
Posted Pursuant to the No FEAR Act

South Carolina National Guard  
For the annual period ending September 30, 2019

Complaint Activity	Comparative Data					2015 Thru 2019
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Number of Complaints	5	3	3	2	15	28
Number of Complaints Filed	5	3	3	2	10	23
Number of Complainants	5	3	3	2	13	26
Repeat Filers	0	0	0	0	1	1

Complaints by Basis	Comparative Data					2015 Thru 2019
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Race	3	1	0	2	0	6
Color	0	0	0	0	0	0
Religion	0	0	0	0	1	1
Reprisal	0	0	0	1	4	5
Sex	2	1	2	1	8	14
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	1	1
Disability	1	0	0	0	4	5
Genetic Information	0	0	0	0	0	0
Non-EEO	N/A	N/A	1	N/A	7	0
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>						

Complaints by Issue	Comparative Data					2015 Thru 2019
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Appointment/Hire	1	0	0	0	0	1
Assignment of Duties	3	0	0	1	1	5
Awards	0	0	0	0	1	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
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	3	0	0	1	1	5
Examination/Test	1	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	0	0	1	3	6
Sexual	1	0	0	1	4	6
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	1
Promotion/Non-Selection	2	0	0	0	1	3
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	N/A	N/A	N/A	0	4	4
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1	1
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	1	0	0	0	2	3
Training	3	0	0	1	0	4
Other	0	3	3	0	1	7
<b>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</b>						

Processing Time	Comparative Data					2015 Thru 2019
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Complaints pending during FY where hearing was requested	0	0	0	0	0	0
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
Complaints pending during FY where hearing was not requested	0	0	0	0	0	0
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

Complaints Dismissed or Withdrawn	Comparative Data					2015 Thru 2019
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	0	0	0	0	0	0
Average days pending prior to Agency dismissal	0	0	0	0	0	0
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0

Total Final Actions Finding Discrimination	Comparative Data										2015 Thru 2019	
	Previous Fiscal Year Data											
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	N/A		N/A		N/A		0		0		0	
Without Hearing	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
With Hearing	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis	Comparative Data										2015 Thru 2019	
	Previous Fiscal Year Data											
	2015		2016		2017		2018		2019		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>							0		0		0	
Race	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Color	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Religion	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Sex	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Equal Pay Act	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Age	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Disability	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Genetic Information	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Non-EEO	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Findings After Hearing</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Race	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Color	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Religion	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Sex	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Equal Pay Act	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Age	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Disability	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Genetic Information	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Non-EEO	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Findings Without Hearing</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Race	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Color	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Religion	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Sex	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Equal Pay Act	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Age	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Disability	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Genetic Information	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Non-EEO	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0

*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*

Findings of Discrimination Rendered by Issue	Comparative Data										2015 Thru 2019	
	Previous Fiscal Year Data											
	2015		2016		2017		2018		2019		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	N/A		N/A		N/A		0		0		0	
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Awards	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Disciplinary Action</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Removal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Evaluation Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Harassment</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Sexual	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Reassignment</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Denied	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Directed	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Retirement	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Termination	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Terms/Conditions of Employment	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Training	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Findings After Hearing</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Awards	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0

<b>(by Issue Continued)</b>	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2015 Thru 2019</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Disciplinary Action</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Removal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Evaluation Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Harassment</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Sexual	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Reassignment</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Denied	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Directed	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Retirement	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Termination	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Terms/Conditions of Employment	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Training	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Findings Without Hearing</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Awards	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Disciplinary Action</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Suspension	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Removal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0

<b>(by Issue Continued)</b>	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2015 Thru 2019</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Evaluation Appraisal	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Harassment</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Sexual	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
<b>Reassignment</b>	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Denied	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Directed	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Retirement	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Termination	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Terms/Conditions of Employment	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Training	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Other	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					<b>2015 Thru 2019</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years	0	0	0	0	0	0
Total Complainants	5	3	3	2	15	28
<b>Number complaints pending</b>	0	0	0	0	3	3
Investigation	0	0	0	0	3	3
Hearing	0	0	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

Complaint Investigations	Comparative Data					2015 Thru 2019
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Pending Complaints With Investigations Exceeding Required Time Frames	0	0	0	0	0	0