

**4-1d**  
**Satisfaction with Fairness**

Question	Employee Results	
	Count	Percent
Prohibited Personnel Practices (e.g., illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.		
strongly agree	8822	27%
agree	13397	41%
neither agree nor disagree	5555	17%
disagree	2287	7%
strongly disagree	2614	8%
totals	32675	100%
Recently retired military are often selected over fully qualified civilian candidates.		
strongly agree	4888	18%
agree	6517	24%
neither agree nor disagree	9505	35%
disagree	4345	16%
strongly disagree	2172	8%
totals	27156	101%
Employees at this installation/activity are treated fairly with regard to grievances.		
strongly agree	2279	9%
agree	8104	32%
neither agree nor disagree	9370	37%
disagree	3039	12%
strongly disagree	2532	10%
totals	25324	100%
Employees at this installation/activity are treated fairly with regard to appeals.		
strongly agree	2091	9%
agree	6970	30%
neither agree nor disagree	10222	44%
disagree	2091	9%
strongly disagree	1859	8%
totals	23232	100%

Supervisor Results	
Count	Percent
4011	45%
3476	39%
713	8%
357	4%
357	4%
8913	100%
N/A	N/A
2375	30%
3483	44%
1266	16%
475	6%
317	4%
7915	100%
2231	30%
3197	43%
1487	20%
372	5%
223	3%
7436	101%

**4-1d (Cont.)  
Satisfaction with Fairness**

Question	Employee Results	
	Count	Percent
If I complained of discrimination, it would be held against me.		
strongly agree	3431	12%
agree	5432	19%
neither agree nor disagree	9434	33%
disagree	6289	22%
strongly disagree	4002	14%
totals	28588	100%
Compared to non-minority employees, minority employees are treated...		
Much Better	3185	9%
Somewhat Better	6175	17%
Equally	23595	65%
Somewhat Worse	2652	7%
Much Worse	530	1%
totals	36137	100%
Compared to male employees, female employees are treated...		
Much Better	2477	7%
Somewhat Better	5247	15%
Equally	22999	64%
Somewhat Worse	4701	13%
Much Worse	717	2%
totals	36141	100%
Compared to younger employees, older employees are treated...		
Much Better	815	2%
Somewhat Better	4039	11%
Equally	25298	70%
Somewhat Worse	4949	14%
Much Worse	1033	3%
totals	36134	100%

Supervisor Results	
Count	Percent
648	8%
1134	14%
2025	25%
2268	28%
2025	25%
8100	100%
586	6%
1416	16%
6631	73%
445	5%
57	1%
9135	100%
412	5%
1185	13%
6472	71%
944	10%
121	1%
9134	100%
90	1%
815	9%
7208	79%
873	10%
147	2%
9133	100%

**4-1d (Cont.)**  
**Satisfaction with Fairness**

Question	Employee Results	
	Count	Percent
Compared with non-disabled employees, disabled employees are treated..		
Much Better	904	3%
Somewhat Better	3668	10%
Equally	28918	81%
Somewhat Worse	2028	6%
Much Worse	376	1%
totals	35894	100%
Composite - 4-1d Satisfaction with Fairness		
strongly agree	4894	14%
agree	10137	29%
neither agree nor disagree	11186	32%
disagree	4894	14%
strongly disagree	3845	11%
totals	34956	100%

Supervisor Results	
Count	Percent
182	2%
957	11%
7571	83%
344	4%
55	1%
9109	100%
2555	33%
2942	38%
1316	17%
542	7%
387	5%
7742	100%

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**4-1d (Cont.)  
Satisfaction with Fairness**

**MACOM Breakout**

<b>MACOM</b>	<b>Employee Results</b>	
	<b>Count</b>	<b>Percent</b>
AMC	8209	41%
FORSCOM	634	45%
MEDCOM	3700	42%
TRADOC	3176	44%
USACE	3879	45%
USAREUR	440	43%
OTHER	14918	43%
<b>TOTAL ARMY</b>	<b>34956</b>	<b>43%</b>

<b>Supervisor Results</b>	
<b>Count</b>	<b>Percent</b>
1285	74%
164	68%
816	69%
832	72%
900	78%
187	63%
4878	70%
<b>9062</b>	<b>71%</b>