Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

Defense Media Activity Annual 2021, period ending September 30, 2021

Complaint Activity

Complaint Activity	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 Thru 9-30
Number of Complaints Filed	2	3	4	4	2	2
Number of Complainants	2	3	4	4	2	2
Number of Repeat Filers	0	0	0	0	0	1

Number of Complaints Alleging Discrimination by Bases

Complaints by Basis	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 Thru 9-30
Race	0	2	1	1	0	1
Color	0	0	0	0	1	0
Religion	0	0	1	0	0	0
Reprisal	2	2	2	2	0	2
Sex	1	0	0	0	2	0
Pregnancy Discrimination Act (PDA)	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	1	1	1
Disability	2	0	0	2	2	1
Genetics	0	0	0	0	0	0

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

Number of Complaints Alleging Discrimination by Issue

Complaints by Issue	FY 2016			FY 2019	FY 2020	FY 2021 Thru 9-30
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	2	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
Disciplinary Action: Reprimand	0	0	0	0	0	0
Disciplinary Action: Removal	1	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0
Disciplinary Action: Other	0	1	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	0	0	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	2	3	3	1	0	0
Harassment: Sexual	0	0	0	0	2	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	1	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0
Reassignment: Directed	1	0	0	0	0	0
Reasonable Accommodation	2	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	0	0	0	0	1
Terms/Conditions of Employment	2	2	0	0	0	0
Time and Attendance	0	0	0	1	0	0
Training	0	1	0	0	0	0
Other	0	0	1	0	0	0

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Average Length of Complaint Processing Time (in Days)

Processing Time	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Average number of days in investigation	329	324	141	176	172	166
Average number of days in final agency action	30	59	0	56	27	34

Complaints Where Hearing was Requested										
Average number of days in investigation	409	383	166	176	186	161				
Average number of days in final action	40	0	0	0	8	8				
Complaints Where Hearing was N	ot Reque	sted								
Average number of days in investigation	0	175	102	129	157	180				
Average number of days in final agency action	0	59	0	0	36	46				

Number of Complaints Dismissed by the Agency

Complaints Dismissed by the Agency	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Total Complaints Dismissed by the Agency	0	0	1	0	0	0
Average Number of Days Pending Prior to Dismissal	0	0	36	0	0	0

Complaints Withdrawn by Complainants	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 Thru 9-30
Total Number Complaints Withdrawn by Complainants	1	2	0	1	0	0

Number of Final Actions Finding Discrimination

Final Agency											FY 2021	FY 2021
Actions Finding	FY 2016	FY 2016	FY 2017	FY 2017	FY 2018	FY 2018	FY 2019	FY 2019	FY 2020	FY 2020	Thru 9-30	Thru 9-30
Discrimination	Number	Percent	Number	Percent								
Total Findings	1	100	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0

Total Number of Findings of Discrimination (by Basis)

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Findings of Discrimination Rendered (Basis)	FY 2016 Number		FY 2017 Number	FY 2017 Percent	FY 2018 Number	FY 2018 Percent		FY 2019 Percent	FY 2020 Number	FY 2020 Percent	FY 2021 Thru 9-30 Number	FY 2021 Thru 9-30 Percent
Total Findings	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Number of Findings of Discrimination after Hearing (by Basis)

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Findings of Discrimination Rendered (Basis)	FY 2016 Number	FY 2016 Percent	FY 2017 Number	_		FY 2018 Percent	FY 2019 Number	FY 2019 Percent	FY 2020 Number	FY 2020 Percent	FY 2021 Thru 9-30 Number	FY 2021 Thru 9-30 Percent
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Number of Findings of Discrimination without Hearing (by Basis)

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Findings of Discrimination Rendered (Basis)	FY 2016 Number	FY 2016 Percent	FY 2017 Number	FY 2017 Percent	FY 2018 Number	FY 2018 Percent	FY 2019 Number	FY 2019 Percent	FY 2020 Number	FY 2020 Percent	FY 2021 Thru 9-30 Number	FY 2021 Thru 9-30 Percent
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Total Number of Findings of Discrimination (by Issue)

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Findings of											FY 2021	FY 2021
Discrimination	FY 2016	FY 2016	FY 2017	FY 2017	FY 2018	FY 2018	FY 2019	FY 2019	FY 2020	FY 2020	Thru 9-30	Thru 9-30
Rendered (Issue)	Number	Percent	Number	Percent								
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
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Number of Findings of Discrimination after Hearing (by Issue)

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Findings of Discrimination Rendered (Issue)	FY 2016 Number		-	-			FY 2019 Number		FY 2020 Number	FY 2020 Percent	FY 2021 Thru 9-30 Number	FY 2021 Thru 9-30 Percent
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full- time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Number of Findings of Discrimination without Hearing (by Issue)

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FY 2016 Number	FY 2016 Percent	FY 2017 Number	FY 2017 Percent	FY 2018 Number	FY 2018 Percent	FY 2019 Number	FY 2019 Percent	FY 2020 Number	FY 2020 Percent	FY 2021 Thru 9-30 Number	FY 2021 Thru 9-30 Percent
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	FY 2016 Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	FY 2016 Number FY 2016 Percent FY 2017 Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td< td=""><td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2018 Percent 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0<td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2018 Percent FY 2018 Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</td><td>FY 2016 Number FY 2016 Percent FY 2017 Percent FY 2017 Percent FY 2018 Percent FY 2018 Percent FY 2019 Percent 0</td><td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2019 Percent FY 2019 Percent FY 2019 Number FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Number<td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2018 Percent FY 2018 Percent FY 2019 Percent FY 2019 Percent FY 2020 Number FY 2020 Percent 0</td><td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2019 Percent FY 2019 Percent FY 2019 Number FY 2020 Percent FY 2020 Number FY 2020 Number FY 2020 Percent FY 2020 Number <</td></td></td></td<>	FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2018 Percent 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2018 Percent FY 2018 Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</td> <td>FY 2016 Number FY 2016 Percent FY 2017 Percent FY 2017 Percent FY 2018 Percent FY 2018 Percent FY 2019 Percent 0</td> <td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2019 Percent FY 2019 Percent FY 2019 Number FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Number<td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2018 Percent FY 2018 Percent FY 2019 Percent FY 2019 Percent FY 2020 Number FY 2020 Percent 0</td><td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2019 Percent FY 2019 Percent FY 2019 Number FY 2020 Percent FY 2020 Number FY 2020 Number FY 2020 Percent FY 2020 Number <</td></td>	FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2018 Percent FY 2018 Number 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	FY 2016 Number FY 2016 Percent FY 2017 Percent FY 2017 Percent FY 2018 Percent FY 2018 Percent FY 2019 Percent 0	FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2019 Percent FY 2019 Percent FY 2019 Number FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Percent FY 2019 Number FY 2019 Number <td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2018 Percent FY 2018 Percent FY 2019 Percent FY 2019 Percent FY 2020 Number FY 2020 Percent 0</td> <td>FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2019 Percent FY 2019 Percent FY 2019 Number FY 2020 Percent FY 2020 Number FY 2020 Number FY 2020 Percent FY 2020 Number <</td>	FY 2016 Number FY 2016 Percent FY 2017 Number FY 2018 Percent FY 2018 Percent FY 2019 Percent FY 2019 Percent FY 2020 Number FY 2020 Percent 0	FY 2016 Number FY 2016 Percent FY 2017 Number FY 2017 Percent FY 2018 Number FY 2019 Percent FY 2019 Percent FY 2019 Number FY 2020 Percent FY 2020 Number FY 2020 Number FY 2020 Percent FY 2020 Number <

Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Number of Pending Complaints Filed in Previous Fiscal Years (by Status)

Pending Complaints Filed in Previous Fiscal Years by Status	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 Thru 9-30
Total Complaints from Previous Fiscal Years	7	1	1	2	3	2
Total Complainants	7	1	1	4	5	4
Complaints Pending Investigation	2	0	0	0	0	0
Complaints Pending Complainant's Action After ROI Issued	0	0	0	0	0	0
Complaints Pending Hearing	7	1	1	2	3	1
Complaints Pending Final Agency Action	0	0	0	0	1	0
Complaints Pending Appeal with EEOC Office of Federal Operations	1	0	0	0	2	0

Number of Investigations Exceeding Required Time Frames

Complaint Investigations	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 Thru 9-30
Pending Complaints where Investigation Exceeded Required Time Frames	1	0	1	0	1	0