

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

**Defense Media Activity
Fiscal year 2016, period ending September 30, 2016**

Complaint Activity

Complaint Activity	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Number of Complaints Filed	5	5	5	3	4	2
Number of Complainants	5	5	5	3	4	2
Number of Repeat Filers	0	1	0	0	0	0

Number of Complaints Alleging Discrimination by Bases

Complaints by Basis	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Race	3	2	3	2	3	0
Color	1	2	3	0	0	0
Religion	0	0	0	0	0	0
Reprisal	2	3	3	2	1	2
Sex	2	2	1	1	2	1
Pregnancy Discrimination Act (PDA)	0	0	0	0	0	0
National Origin	1	1	1	1	0	0
Equal Pay Act	0	0	1	0	0	0
Age	2	2	0	2	4	0
Disability	0	0	0	2	1	2
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 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Appointment/Hire	0	0	0	0	2	0
Assignment of Duties	1	0	8	2	1	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	1	1	3	0	0	0
Disciplinary Action: Removal	1	1	0	0	0	1
Disciplinary Action: Suspension	0	0	0	1	0	0
Disciplinary Action: Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	0	0
Evaluation Appraisal	1	0	0	0	1	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	4	2	2	2
Harassment: Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	0	0	0
Promotion/Non-Selection	0	0	3	0	1	1
Reassignment: Denied	0	0	0	0	0	0
Reassignment: Directed	0	1	0	0	1	1
Reasonable Accommodation	0	0	0	0	0	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	1	1	1
Terms/Conditions of Employment	2	0	2	2	2	2
Time and Attendance	0	0	0	0	0	0
Training	1	0	0	0	0	0
Other	1	0	0	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 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Complaints Pending During Fiscal Year						
Average number of days in investigation	219	215	214	199	237	329
Average number of days in final agency action	0	0	0	811	0	30

Complaints Where Hearing was Requested						
Average number of days in investigation	0	0	435	228	403	409
Average number of days in final action	0	0	0	0	0	30
Complaints Where Hearing was Not Requested						
Average number of days in investigation	0	0	185	410	482	0
Average number of days in final agency action	0	0	0	0	482	0

Number of Complaints Dismissed by the Agency

Complaints Dismissed by the Agency	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Complaints Dismissed by the Agency	2	0	0	0	0	0
Average Number of Days Pending Prior to Dismissal	25	0	0	0	0	0

Number of Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Number Complaints Withdrawn by Complainants	1	1	0	0	1	1

Number of Final Actions Finding Discrimination

Final Agency Actions Finding Discrimination	FY 2011 Number	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent	FY 2016 Number	FY 2016 Percent
Total Findings	0	0	0	0	0	0	0	0	0	0	1	100
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	1	100

Total Number of Findings of Discrimination (by Basis)

Findings of Discrimination Rendered (Basis)	FY 2011 Number	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent	FY 2016 Number	FY 2016 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)

Findings of Discrimination Rendered (Basis)	FY 2011 Number	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent	FY 2016 Number	FY 2016 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)

Findings of Discrimination Rendered (Basis)	FY 2011 Number	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent	FY 2016 Number	FY 2016 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)

Findings of Discrimination Rendered (Issue)	FY 2011 Number	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent	FY 2016 Number	FY 2016 Percent
Total Number	0	0	0	0	0	0	0	0	0	0	0	0

Findings												
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

Number of Findings of Discrimination after Hearing (by Issue)

Findings of Discrimination Rendered (Issue)	FY 2011 Number	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent	FY 2016 Number	FY 2016 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	0	0	0	0	0	0	1	100
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)

Findings of Discrimination Rendered (Issue)	FY 2011 Number	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent	FY 2016 Number	FY 2016 Percent
Findings Without 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	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 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Complaints from Previous Fiscal Years	0	0	4	9	9	7
Total Complainants	0	0	4	9	13	7
Complaints Pending Investigation	1	0	2	2	4	2
Complaints Pending Complainant's Action After ROI Issued	0	0	0	0	0	0
Complaints Pending Hearing	0	0	2	5	8	7
Complaints Pending Final Agency Action	0	0	0	1	0	0

Complaints Pending Appeal with EEOC Office of Federal Operations	0	0	0	0	1	1
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Number of Investigations Exceeding Required Time Frames

Complaint Investigations	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Pending Complaints where Investigation Exceeded Required Time Frames	1	2	4	1	1	1