

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

**Defense Media Activity
Annual FY19, period ending September 30, 2019**

Complaint Activity

| Complaint Activity | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Number of Complaints Filed | 3 | 4 | 2 | 3 | 4 | 4 |
| Number of Complainants | 3 | 4 | 2 | 3 | 4 | 4 |
| Number of Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 |

Number of Complaints Alleging Discrimination by Bases

| Complaints by Basis | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Race | 2 | 3 | 0 | 2 | 1 | 1 |
| Color | 0 | 0 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 1 | 0 |
| Reprisal | 2 | 1 | 2 | 2 | 2 | 2 |
| Sex | 1 | 2 | 1 | 0 | 0 | 0 |
| Pregnancy Discrimination Act (PDA) | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 1 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 2 | 4 | 0 | 0 | 0 | 1 |
| Disability | 2 | 1 | 2 | 0 | 0 | 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 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Appointment/Hire | 0 | 2 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 2 | 1 | 0 | 2 | 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 | 1 |
| Disciplinary Action: Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Removal | 0 | 0 | 1 | 0 | 0 | 0 |
| Disciplinary Action: Suspension | 1 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action: Other | 0 | 0 | 0 | 1 | 0 | 0 |
| Duty Hours | 1 | 0 | 0 | 0 | 0 | 1 |
| Evaluation Appraisal | 0 | 1 | 1 | 0 | 0 | 1 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment: Non-Sexual | 2 | 2 | 2 | 3 | 3 | 1 |
| Harassment: Sexual | 1 | 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 | 1 | 1 | 1 | 0 | 0 |
| Reassignment: Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment: Directed | 0 | 1 | 1 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 2 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 1 | 1 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 2 | 2 | 2 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 1 |
| Training | 0 | 0 | 0 | 1 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 1 | 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 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|---|---------|---------|---------|---------|---------|---------|
| Average number of days in investigation | 199 | 237 | 329 | 324 | 141 | 176 |
| Average number of days in final agency action | 811 | 0 | 30 | 59 | 0 | 56 |

| Complaints Where Hearing was Requested | | | | | | |
|---|-----|-----|-----|-----|-----|-----|
| Average number of days in investigation | 228 | 403 | 409 | 383 | 166 | 176 |
| Average number of days in final action | 0 | 0 | 30 | 0 | 0 | 0 |
| Complaints Where Hearing was Not Requested | | | | | | |
| Average number of days in investigation | 410 | 482 | 0 | 175 | 102 | 129 |
| Average number of days in final agency action | 0 | 482 | 0 | 59 | 0 | 56 |

Number of Complaints Dismissed by the Agency

| Complaints Dismissed by the Agency | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|---|----------------|----------------|----------------|----------------|----------------|----------------|
| Total Complaints Dismissed by the Agency | 0 | 0 | 0 | 0 | 1 | 0 |
| Average Number of Days Pending Prior to Dismissal | 0 | 0 | 0 | 0 | 36 | 0 |

| Complaints Withdrawn by Complainants | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|---|----------------|----------------|----------------|----------------|----------------|----------------|
| Total Number Complaints Withdrawn by Complainants | 0 | 1 | 1 | 2 | 0 | 1 |

Number of Final Actions Finding Discrimination

| Final Agency Actions Finding Discrimination | FY 2014 Number | FY 2014 Percent | FY 2015 Number | FY 2015 Percent | FY 2016 Number | FY 2016 Percent | FY 2017 Number | FY 2017 Percent | FY 2018 Number | FY 2018 Percent | FY 2019 Number | FY 2019 Percent |
|--|-----------------------|------------------------|-----------------------|------------------------|-----------------------|------------------------|-----------------------|------------------------|-----------------------|------------------------|-----------------------|------------------------|
| Total Findings | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| With Hearing | 0 | 0 | 0 | 0 | 1 | 100 | 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 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
| Total Complaints from Previous Fiscal Years | 9 | 9 | 7 | 1 | 1 | 2 |
| Total Complainants | 9 | 13 | 7 | 1 | 1 | 4 |
| Complaints Pending Investigation | 2 | 4 | 2 | 0 | 0 | 0 |
| Complaints Pending Complainant's Action After ROI Issued | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending Hearing | 5 | 8 | 7 | 1 | 1 | 2 |
| Complaints Pending Final Agency Action | 1 | 0 | 0 | 0 | 0 | 0 |
| Complaints Pending Appeal with EEOC Office of Federal Operations | 0 | 1 | 1 | 0 | 0 | 0 |

Number of Investigations Exceeding Required Time Frames

| Complaint Investigations | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 | FY 2019 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
| Pending Complaints where Investigation Exceeded Required Time Frames | 1 | 1 | 1 | 0 | 1 | 0 |