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

Defense Media Activity
2nd Quarter 2020, period ending March 31, 2020

Complaint Activity

Complaint Activity	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 Thru 3-31
Number of Complaints Filed	4	2	3	4	4	2
Number of Complainants	4	2	3	4	4	2
Number of Repeat Filers	0	0	0	0	0	0

Number of Complaints Alleging Discrimination by Bases

Complaints by Basis	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 Thru 3-31
Race	3	0	2	1	1	0
Color	0	0	0	0	0	1
Religion	0	0	0	1	0	0
Reprisal	1	2	2	2	2	0
Sex	2	1	0	0	0	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	4	0	0	0	1	0
Disability	1	2	0	0	2	0
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 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 Thru 3-31
Appointment/Hire	2	0	0	0	0	0
Assignment of Duties	1	0	2	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	0	1	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0
Disciplinary Action: Other	0	0	1	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	1	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	2	2	3	3	1	0
Harassment: Sexual	0	0	0	0	0	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	1	1	0	0	0
Reassignment: Denied	0	0	0	0	0	0
Reassignment: Directed	1	1	0	0	0	0
Reasonable Accommodation	0	2	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	1	0	0	0	0
Terms/Conditions of Employment	2	2	2	0	0	0
Time and Attendance	0	0	0	0	1	0
Training	0	0	1	0	0	0
Other	0	0	0	1	0	0

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equa0l total 0complaints filed.

Average Length of Complaint Processing Time (in Days)

Processing Time	**FY 2015**	**FY 2016**	**FY 2017**	**FY 2018**	**FY 2019**	**FY 2020**
Average number of days in investigation	237	329	324	141	176	147
Average number of days in final agency action	0	30	59	0	56	25

Complaints Where Hearing was Requested						
Average number of days in investigation	403	409	383	166	176	189
Average number of days in final action	0	40	0	0	0	8
Complaints Where Hearing was Not Requested						
Average number of days in investigation	482	0	175	102	129	73
Average number of days in final agency action	482	0	59	0	0	42

Number of Complaints Dismissed by the Agency

Complaints Dismissed by the Agency	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Total Complaints Dismissed by the Agency	0	0	0	1	0	0
Average Number of Days Pending Prior to Dismissal	0	0	0	36	0	0

Complaints Withdrawn by Complainants	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 Thru 3-31
Total Number Complaints Withdrawn by Complainants	1	1	2	0	1	0

Number of Final Actions Finding Discrimination

Final Agency Actions Finding Discrimination	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	FY 2020 Thru 3-31 Number	FY 2020 Thru 3-31 Percent
Total Findings	0	0	1	100	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	0	0	0	0	0	0	0	0

Total Number of Findings of Discrimination (by Basis)

Findings of Discrimination Rendered (Basis)	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	FY 2020 Thru 3-31 Number	FY 2020 Thru 3-31 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 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	FY 2020 Thru 3-31 Number	FY 2020 Thru 3-31 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 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	FY 2020 Thru 3-31 Number	FY 2020 Thru 3-31 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 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	FY 2020 Thru 3-31 Number	FY 2020 Thru 3-31 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

Number of Findings of Discrimination after Hearing (by Issue)

Findings of Discrimination Rendered (Issue)	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	FY 2020 Thru 3-31 Number	FY 2020 Thru 3-31 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)

Findings of Discrimination Rendered (Issue)	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	FY 2020 Thru 3-31 Number	FY 2020 Thru 3-31 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 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 Thru 3-31
Total Complaints from Previous Fiscal Years	9	7	1	1	2	3
Total Complainants	13	7	1	1	4	5
Complaints Pending Investigation	4	2	0	0	0	2
Complaints Pending Complainant's Action After ROI Issued	0	0	0	0	0	0
Complaints Pending Hearing	8	7	1	1	2	2
Complaints Pending Final Agency Action	0	0	0	0	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	1	1	0	0	0	1

Number of Investigations Exceeding Required Time Frames

Complaint Investigations	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 Thru 3-31
Pending Complaints where Investigation Exceeded Required Time Frames	1	1	0	1	0	1