

Equal Employment Opportunity Data
 Posted Pursuant to the No FEAR Act:
 Defense Media Activity
 4th Quarter 2023, period ending September 30, 2023
 Complaint Activity

Complaint Activity	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Number of Complaints Filed	4	2	2	1	2
Number of Complainants	4	2	2	1	2
Number of Repeat Filers	0	0	1	0	0

Number of Complaints Alleging Discrimination by Bases

Complaints by Basis	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Race	1	0	1	0	2
Color	0	1	0	0	0
Religion	0	0	0	0	0
Reprisal	2	0	2	1	2
Sex	0	2	0	0	0
Pregnancy Discrimination Act (PDA)	0	0	0	0	0
National Origin	0	0	0	0	0
Equal Pay Act	0	0	0	0	0
Age	1	1	1	0	0
Disability	2	2	1	1	0
Genetics	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 2019	FY 2020	FY 2021	FY 2022	FY 2023
Appointment/Hire	0	0	0	0	0
Assignment of Duties	0	0	0	0	0
Awards	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	1	0
Disciplinary Action: Reprimand	0	0	0	0	1
Disciplinary Action: Removal	0	0	0	0	1
Disciplinary Action: Suspension	0	0	0	0	0
Disciplinary Action: Other	0	0	0	1	0
Duty Hours	0	0	0	0	0
Evaluation Appraisal	0	0	1	0	0
Examination/Test	0	0	0	0	0
Harassment: Non-Sexual	1	0	0	1	1
Harassment: Sexual	0	2	0	0	0
Medical Examination	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0
Reassignment: Directed	0	0	0	1	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	0	0	1	0	0
Terms/Conditions of Employment	0	0	0	0	0
Time and Attendance	1	0	0	1	0
Training	0	0	0	0	0
Other	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 2019	FY 2020	FY 2021	FY 2022	FY 2023
Average number of days in investigation	176	172	166	79	192
Average number of days in final agency action	56	27	34	0	0

Complaints Where Hearing was Requested					
Average number of days in investigation	176	186	161	0	0
Average number of days in final action	0	8	8	0	0

Complaints Where Hearing was Not Requested					
Average number of days in investigation	129	157	180	0	0
Average number of days in final agency action	0	36	46	0	0

Number of Complaints Dismissed by the Agency

Complaints Dismissed by the Agency	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Total Complaints Dismissed by the Agency	0	0	0	0	0
Average Number of Days Pending Prior to Dismissal	0	0	0	0	0

Complaints Withdrawn by Complainants	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Total Number Complaints Withdrawn by Complainants	1	0	0	0	0

Number of Final Actions Finding Discrimination

Final Agency Actions Finding Discrimination	FY 2019 No	FY 2019 %	FY 2020 No	FY 2020 %	FY 2021 No	FY 2021 %	FY 2022 No	FY 2022 %	FY 2023 No	FY 2023 %
Total Findings	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0

Total Number of Findings of Discrimination (by Basis)

Findings of Discrimination Rendered (Basis)	FY 2019 No	FY 2019 %	FY 2020 No	FY 2020 %	FY 2021 No	FY 2021 %	FY 2022 No	FY 2022 %	FY 2023 No	FY 2023 %
Total Findings	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetics	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 2019 No	FY 2019 %	FY 2020 No	FY 2020 %	FY 2021 No	FY 2021 %	FY 2022 No	FY 2022 %	FY 2023 No	FY 2023 %
Findings After Hearing	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0

Number of Findings of Discrimination without Hearing (by Basis)

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Evaluation	0	0	0	0	0	0	0	0	0	0
Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	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 2019 No	FY 2019 %	FY 2020 No	FY 2020 %	FY 2021 No	FY 2021 %	FY 2022 No	FY 2022 %	FY 2023 No	FY 2023 %
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0
Evaluation	0	0	0	0	0	0	0	0	0	0
Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0
Other	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 2019	FY 2020	FY 2021	FY 2022	FY 2023
Total Complaints from Previous Fiscal Years	2	3	2	1	0
Total Complainants	4	5	4	0	0

Complaints Pending Investigation	0	0	0	0	0
Complaints Pending Complainant's Action After ROI Issued	0	0	0	0	0
Complaints Pending Hearing	2	3	1	1	0
Complaints Pending Final Agency Action	0	1	0	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	0	2	0	0	0

Number of Investigations Exceeding Required Time Frames

Complaint Investigations	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Pending Complaints where Investigation Exceeded Required Time Frames	0	1	0	0	0