

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Missile Defense Agency

For the period beginning October 1, 2019 and ending December 31, 2019

**\*\*Mixed Cases are Included in this report\*\***

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					1 Oct 2019 Thru 31 Dec 2019
	2015	2016	2017	2018	2019	
Number of Complaints Filed	2	5	15	11	14	8
Number of Complainants	2	5	12	10	14	8
Repeat Filers	0	0	3	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					1 <sup>st</sup> QTR 2020
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	0	0	8	4	8	4

Color	0	0	0	1	1	2
Religion	1	0	0	0	0	0
Reprisal	0	4	6	5	7	1
Sex	1	2	8	11	7	6
PDA	0	0	0	0	1	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	3	6	5	2
Disability	0	2	6	7	8	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>1<sup>st</sup> QTR 2020</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	0	0	20	8	0	0
Assignment of Duties	1	1	10	3	0	1
Awards	0	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0

<b>Disciplinary Action</b>						
Demotion	0	0	0	0	15	0
Reprimand	0	0	1	5	0	0
Suspension	0	0	3	6	4	1
Removal	0	1	0	1	4	1
Other (Disciplinary Warning)	0	0	1	0	7	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	3	8	6	5	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	1	8	16	16	2
Sexual	0	0	0	0	0	1
Medical Examination	0	0	0	1	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	1	3	0	10	4
<b>Reassignment</b>						
Denied	0	0	0	0	1	0
Directed	0	2	1	3	3	1
Reasonable Accommodation	0	1	7	3	6	1

Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	0	2	0
Time and Attendance	0	0	3	4	0	1
Training	1	0	2	0	3	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>1<sup>st</sup> QTR 2020</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	0	42	208	167	174	205
Average number of days in final action	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	93	97	175	349	2850	141
Average number of days in final action	0	0	0	0	1	0



<b>Total Number Findings</b>											0		0		0		0		0		0	
<b>Findings of Discrimination Rendered by Issue</b>											<b>Comparative Data</b>											
											<b>Previous Fiscal Year Data</b>										<b>1<sup>st</sup> QTR 2020</b>	
											<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
											<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>											0		0		0		0		0		0	
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>											<b>Comparative Data</b>											
											<b>Previous Fiscal Year Data</b>										<b>1<sup>st</sup> QTR 2020</b>	
											<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years											11	11	7	14	16	23						
Total Complainants											7	11	7	11	16	21						
<b>Number complaints pending</b>																						
Investigation											0	2	6	3	11	13						
ROI issued, pending Complainant's action											0	0	0	0	0	0						
Hearing											4	1	4	4	10	10						
Final Agency Action											0	0	1	1	1	0						
Appeal with EEOC Office of Federal Operations											5	5	5	0	2	2						
Pending in Civil Court											0	0	2	1	1	1						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					1 <sup>st</sup> QTR 2020
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	6	0	3	7