

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

Missile Defense Agency

For the period beginning July 1, 2020 and ending September 30, 2019

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					1 Jul 2020 Thru 30 Sep 2020
	2015	2016	2017	2018	2019	
Number of Complaints Filed	2	5	15	11	14	1
Number of Complainants	2	5	12	10	14	1
Repeat Filers	0	0	3	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					4 th 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	0

Color	0	0	0	1	1	0
Religion	1	0	0	0	0	0
Reprisal	0	4	6	5	7	0
Sex	1	2	8	11	7	0
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	1
Disability	0	2	6	7	8	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					4th 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	
Appointment/Hire	0	0	20	8	0	0
Assignment of Duties	1	1	10	3	0	0
Awards	0	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0

Disciplinary Action						
Demotion	0	0	0	0	15	0
Reprimand	0	0	1	5	0	0
Suspension	0	0	3	6	4	0
Removal	0	1	0	1	4	0
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
Harassment						
Non-Sexual	2	1	8	16	16	0
Sexual	0	0	0	0	0	0
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	1
Reassignment						
Denied	0	0	0	0	1	0
Directed	0	2	1	3	3	0
Reasonable Accommodation	0	1	7	3	6	0

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	0
Training	1	0	2	0	3	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					4th QTR 2020
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	0	42	208	167	174	209
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	206
Average number of days in final action	0	0	0	0	1	1

Total Number Findings											0		0		0		0		0		0	
Findings of Discrimination Rendered by Issue											Comparative Data											
											Previous Fiscal Year Data										4th QTR 2020	
											2015		2016		2017		2018		2019			
											#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings											0		0		0		0		0		0	
Pending Complaints Filed in Previous Fiscal Years by Status											Comparative Data											
											Previous Fiscal Year Data										4th QTR 2020	
											2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years											11	11	7	14	16	23						
Total Complainants											7	11	7	11	16	21						
Number complaints pending																						
Investigation											0	2	6	3	11	6						
ROI issued, pending Complainant's action											0	0	0	0	0	1						
Hearing											4	1	4	4	10	15						
Final Agency Action											0	0	1	1	1	0						
Appeal with EEOC Office of Federal Operations											5	5	5	0	2	5						
Pending in Civil Court											0	0	2	1	1	1						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					4 th QTR 2020
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	6	0	3	0