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

Missile Defense Agency

For the period beginning July 1, 2021 and ending September 30, 2021

Mixed Cases are Included in this report

	Comparative Data										
Complaint Activity		Previous	Fiscal Y	ear Data	1 Lul 2021 Thun 20 Con 2021						
	2016	2017	2018	2019	2020	1 Jul 2021 Thru 30 Sep 2021					
Number of Complaints Filed	5	15	11	14	16	6					
Number of Complainants	5	12	10	14	16	6					
Repeat Filers	0	3	0	0	0	0					

Complaints by Pasis			Compa	arative	Data	
Complaints by Basis	Pro	evious l	Fiscal Y	4th OTD		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	4 th QTR 2021
Race	0	8	4	8	7	3

Color	0	0	1	1	4	0				
Religion	0	0	0	0	1	0				
Reprisal	4	6	5	7	5	2				
Sex	2	8	11	7	6	3				
PDA	0	0	0	1	0	0				
National Origin	0	0	0	0	1	0				
Equal Pay Act	0	0	0	0	0	0				
Age	0	3	3	5	6	2				
Disability	2	6	7	8	4	2				
Genetics	0	0	0	0	0	0				
Non-EEO	0	0	0	0	0	0				
Commisints by Issue	Comparative Data									
Complaints by Issue	Pro	Previous Fiscal Year Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	4 th QTR 2021				
Appointment/Hire	0	20	8	0	0	0				
Assignment of Duties	1	10	3	0	2	1				
Awards	0	0	0	1	0	0				
Conversion to Full-time	0	0	0	0	0	0				

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

Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	1	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	1	0	2	0	1
Time and Attendance	0	3	4	0	1	0
Training	0	2	0	3	0	0

	Comparative Data										
Processing Time	Previous Fiscal Year Data										
	2016	2017	2018	2019	2020	4 th QTR 2021					
Complaints per	nding dur	ing fiscal	year								
Average number of days in investigation	42	208	167	174	273.8	87.33					
Average number of days in final action	0	0	0	0	0	0					
Complaint pending during fis	cal year v	where hea	aring was	requeste	d						
Average number of days in investigation	97	175	349	2850	0	143.7					
Average number of days in final action	0	0	0	1	0	0					

Complaint pending during fiscal	year w	nere	heari	ng	was no	t requ	este	d				
Average number of days in investigation	0 188 204 380 0							31				
Average number of days in final action	0		0	3	388	0		0			0	
	Comparative Data											
Complaints Dismissed by Agency		Pr	eviou	ıs F	iscal Y	ear I	ata			4th 🔿	TD 4	021
	2016		2017		2018	201	9	2020)	4 th Q	IK Z	021
Total Complaints Dismissed by Agency	0		3		5	2		0			2	
Average days pending prior to dismissal	0 81 178 128					0		1870				
Complaints Withdo	rawn l	y C	ompl	ain	ants							
Total Complaints Withdrawn by Complainants	0		2		1	1		0		1		
					Co	mpar	ativ	e Dat	a			
Total Final Agency Actions Finding Discrimination		I	Previ	ous	Fiscal	Year	Da	ta		4th 4	TD	2021
Total Final Agency Actions Finding Discrimination	20:	16	201	7	2018	2	2019		20	4(QTR :	2021
	#	%	#	%	# 9/	ó #	%	#	%	#		%
Findings of Discoing at the Design						Cor	npa	rativo	e Da	ıta		
Findings of Discrimination Kendered by Basis	Findings of Discrimination Rendered by Basis				reviou	s Fisc	s Fiscal Year Dat				a 4th Q	
Note: Complaints can be filed alleging multiple bases.Th	e sum	of	20	16	2017	20	18	2019	9	2020	20)21
the bases may not equal total complaints and finding	gs.		#	%	# %	#	%	# 9	⁄o #	# %	#	%

Total Number Findings 0 0 0 0 1									1						
				Comparative Data											
				Previous Fiscal Year Data											
Findings of Discrimination Rendered by Issue	20)15	20	2017 2018		20	19	19 20:		4 th QTR 202					
	#	%	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	0		0		0		0		0		1				
							Cor	npara	ativ	e Data					
Pending Complaints Filed in Previous Fiscal Years by	y Sta	atus		Pr	evio	us F	iscal	Year	Da	ta	4th o	WD 2024			
					20	17	2018	201	19	2020	4 th Q	TR 2021			
Total complaints from previous Fiscal Years				11	7		14	16	5	29		6			
Total Complainants				11	1 7		11	16	5	26		6			
Number co	mpl	aints	pen	ding											
Investigation				2 6			3	11	1	12		2			
ROI issued, pending Complainant's action				0	0		0	0		0		2			
Hearing				1	4		4	10)	10		1			
Final Agency Action	gency Action			0	1		1	1	j	11		0			
Appeal with EEOC Office of Federal Operation	ns			5	5		0	2		5		1			
Pending in Civil Court				0	2		1	1		0		0			

	Comparative Data									
Complaint Investigations		evious	Fiscal Y	4 th QTR						
	2016	2017	2018	2019	2020	2021				
Pending Complaints Where Investigations Exceed Required Time Frames	0	6	0	3	3	0				