

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****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					1 Jul 2021 Thru 30 Sep 2021
	2016	2017	2018	2019	2020	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					4 th QTR 2021
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					4th QTR 2021
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
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						
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					4th QTR 2021
	2016	2017	2018	2019	2020	
Complaints pending during 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 fiscal year where hearing was requested						
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

Total Number Findings		0		0		0		0		0		1	
Findings of Discrimination Rendered by Issue		Comparative Data											
		Previous Fiscal Year Data										4th QTR 2021	
		2015		2017		2018		2019		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0		0		0		0		0		1	
Pending Complaints Filed in Previous Fiscal Years by Status		Comparative Data											
		Previous Fiscal Year Data										4th QTR 2021	
		2016	2017	2018	2019	2020							
		Total complaints from previous Fiscal Years		11	7	14	16	29	6				
Total Complainants		11	7	11	16	26	6						
Number complaints pending													
Investigation		2	6	3	11	12	2						
ROI issued, pending Complainant's action		0	0	0	0	0	2						
Hearing		1	4	4	10	10	1						
Final Agency Action		0	1	1	1	11	0						
Appeal with EEOC Office of Federal Operations		5	5	0	2	5	1						
Pending in Civil Court		0	2	1	1	0	0						

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