## 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

	Comparative Data											
Complaint Activity	Int Activity Previous Fiscal Year Data							ct 2019 Thru 31 Dec 2019				
	2015	2016	2017	2018	2019	1	u 31 D	ec 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						
Comulaint	a he Doa	•					Compa	arative	Data			
Complaint	s by bas	IS			Previous Fiscal Year Data							
• • •	Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						2017	2018	2019	1 <sup>st</sup> QTR 2020		
Ra	ace				0 0 8 4 8					4		

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

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				
Converte into her James	<b>Comparative Data</b>									
Complaints by Issue	Pro	evious :	Fiscal Y	1st OTD						
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	1 <sup>st</sup> QTR 2020				
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				
	1									

Disciplinary Action											
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					
Harassment											
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					
Reassignment											
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	Retirement					1	0	0				
Sex-Stereotyping			0	0	0	0	0	0				
Telework	Telework				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	Training						3	0				
		Comparative Data										
				p	uure	Dura						
Processing Time		Previous					1st O	TD 2020				
Processing Time	2015	Previous 2016		Year		2019	1 <sup>st</sup> Q	TR 2020				
Processing Time Complaints per	2015	2016	Fiscal 2017	Year	Data		1 <sup>st</sup> Q	TR 2020				
	2015	2016	Fiscal 2017	Year	Data		1 <sup>st</sup> Q	205				
Complaints per	2015 ding duri	2016 ng fiscal	Fiscal 2017 year	Year 20	Data 18	2019	1 <sup>st</sup> Q					
Complaints per Average number of days in investigation	<b>2015</b> ading duri 0 0	<b>2016</b> ng fiscal 42 0	Fiscal   2017   year   208   0	Year 20	<b>Data</b> 1 <b>8</b> 57	<b>2019</b> 174	1 <sup>st</sup> Q	205				
Complaints per Average number of days in investigation Average number of days in final action	<b>2015</b> ading duri 0 0	<b>2016</b> ng fiscal 42 0	Fiscal   2017   year   208   0	Year 20	<b>Data</b> 1 <b>8</b> 57	<b>2019</b> 174	1 <sup>st</sup> Q	205				
Complaints per Average number of days in investigation Average number of days in final action Complaint pending during fis	2015 Iding duri 0 0 cal year v	2016 ng fiscal 42 0 /here hea	Fiscal 2017 year 208 0 ring wa	Year   20   10   s requ   32	Data 18	2019 174 0	1 <sup>st</sup> Q	205				

Complaint pending during fiscal	year	whe	re h	near	ing v	was	not r	requ	iesteo	d					
Average number of days in investigation	0		(	0		188		204	1	38	0	0			
Average number of days in final action	0		(	0		0		388	3	0		0			
	Comparative Data														
<b>Complaints Dismissed by Agency</b>			Pre	evious Fiscal Year					Data					тр 1	0000
	20	015	2	016	5	201	7	201	18	20	19	1 <sup>st</sup> QTR 202			2020
Total Complaints Dismissed by Agency		1		0		3	3			2		0			
Average days pending prior to dismissal	4	42		0		81		17	8	12	28	0			
Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants		0		0		2		1		0		0			
			Comparative Data												
Total Final Agament Actions Finding Discrimination		Previous Fiscal Year Data						1 <sup>st</sup> OTR 2020							
Total Final Agency Actions Finding Discrimination		2015	5	2016		2017		7 2018		2019			1 Ç	ĮΙΚ	2020
	#	¥ 9⁄	<b>ó</b>	#	%	#	%	#	%	#	%	, D	#		%
								Co	mpa	rati	ve D	ata			
Findings of Discrimination Rendered by Basis	\$			Previous Fiscal Year Data 1 <sup>st</sup> QTF										QTR	
Note: Complaints can be filed alleging multiple bases. Th	he si	um og	f	2015 2016				2016 2017		2017 2018		8 2019		2020	
the bases may not equal total complaints and finding	ngs.			#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings						0	0		0	C		0		
Pr Findings of Discrimination Rendered by Issue			Comparative Data											
			Previous Fiscal Year Data								1st O'	1 <sup>st</sup> QTR 2020		
Findings of Disci miniation Kendered by issue		2015		2016		2017		)18	2019		ı V	I K 2020		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		0		0			
							Cor	npara	ativ	e Data	ı			
Pending Complaints Filed in Previous Fiscal Years by	Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data							1st O	1 <sup>st</sup> QTR 2020		
				015	202	16	2017	20	18	2019		21 K 2020		
Total complaints from previous Fiscal Years				11	1	1	7	14	4	16		23		
Total Complainants				7	11		7 1			16		21		
Number co	mpl	aints	pen	ding	-									
Investigation				0	2	,	6	3	3	11		13		
ROI issued, pending Complainant's action				0	) 0		0	C	)	0		0		
Hearing				4	1		4	4	ŀ	10		10		
Final Agency Action				0	0		1	1	-	1		0		
Appeal with EEOC Office of Federal Operation	ns			5	5		5	C	)	2		2		
Pending in Civil Court				0	0		2	1	-	1		1		

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