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

## **Missile Defense Agency**

For the period beginning January 1, 2020 and ending March 31, 2020

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

	Comparative Data										
Complaint Activity	]	Previous	Fiscal Y	ear Data	ı	1 Jan 2020 Thru 31 Mar 2020					
	2015	2016	2017	2018	2019	1 Jan 2020 111ru 51 Mar 2020					
Number of Complaints Filed	2	5	15	11	14	3					
Number of Complainants	2	5	12	10	14	3					
Repeat Filers	0	0	3	0	0	0					

Complaints by Pasis		Comparative Data										
Complaints by Basis	Pro	and 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	2 <sup>nd</sup> QTR 2020						
Race	0	0	8	4	8	0						

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

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	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	1					
Examination/Test	0	0	0	0	0	0					
Harassment	Harassment										
Non-Sexual	2	1	8	16	16	1					
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	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	0
Training	1	0	2	0	3	0

	Comparative Data										
<b>Processing Time</b>	Processing Time Previous Fiscal Year Data										
	2015 2016 2019		2017	2018	2019	2 <sup>nd</sup> QTR 2020					
Complaints per	nding duri	ing fiscal	year								
Average number of days in investigation	0	42	208	167	174	14					
Average number of days in final action	0	0	0	0	0	0					
Complaint pending during fise	cal year v	vhere hea	ring was	requeste	d						
Average number of days in investigation	93	97	175	349	2850	212					
Average number of days in final action	0	0	0	0	1	0					

Complaint pending during fiscal	year v	where	hea	ring	was no	t requ	ıeste	d						
Average number of days in investigation	0 0 188 204 380					206								
Average number of days in final action	0 0		0 0		0		0	388		1			40	
	Comparative Data													
Complaints Dismissed by Agency		Pr	evio	us F	iscal Y	ear I	<b>D</b> ata			2 <sup>nd</sup> QTR 2020				
	201	.5	2016	6	2017	201	.8	2019	)	Z <sup>ma</sup> Q	IKA	2020		
Total Complaints Dismissed by Agency	1		0		3	5		2			1			
Average days pending prior to dismissal	42	2	0 81		178		128		49					
Complaints Withd	rawn	by C	omp	plain	ants									
Total Complaints Withdrawn by Complainants	0		0		2	1		0			0			
					Co	mpai	rativ	e Dat	ta					
		]	Prev	ious	Fiscal	Year	· Dat	ta		and a	) TD	2020		
Total Final Agency Actions Finding Discrimination	2	015	20	16	2017	7 2018		2019		2 <sup>nd</sup> Q7		2020		
	#	%	#	%	# %	ó #	%	#	%	#		%		
						Co	mpa	rativ	e Da	ıta				
Findings of Discrimination Rendered by Basis				P	reviou	s Fisc	cal Y	ear I	Data		2 <sup>nd</sup>	OTR		
Note: Complaints can be filed alleging multiple bases. Th	e sur	n of	20	015	2016	2016 2017		7 2018		2019 2020		_		
the bases may not equal total complaints and finding			#	%	# %	, #	%	# 0	⁄o #	# <b>%</b>	#	%		

Total Number Findings										0						
					Comparative Data											
			Previous Fiscal Year Data								and $\alpha$	TD 2020				
Findings of Discrimination Rendered by Issue	2015		20	2016		2017		2018 2		019	2 <sup>nd</sup> QTR 2020					
	#	%	#	%	#	%	#	%	#	%	#	%				
Total Number Findings	0		0		0		0		0		0					
							Co	mpar	ativ	ve Data	a					
Pending Complaints Filed in Previous Fiscal Years b	y St	atus		Previous Fiscal Year Data							TD 2020					
				2015	20	16	2017	20	18	2019	2""	OTR 2020				
Total complaints from previous Fiscal Years				11	1	1	7	1	4	16		23				
Total Complainants				7 11			7	1	1	16		21				
Number co	omp	laints	pe	nding	Ţ											
Investigation				0	2	,	6	3	3	11		8				
ROI issued, pending Complainant's action				0	C		0	(	)	0		0				
Hearing				4	1		4		1	10		12				
Final Agency Action	ion			0	C		1	1	1	1		1				
Appeal with EEOC Office of Federal Operation	ons			5	5		5	(	)	2		0				
Pending in Civil Court				0	C	)	2	1	1	1		1				

			Com	parativ	e Data				
Complaint Investigations			Previous Fiscal Year Data						
	2015	2016	2017	2018	2019	2 <sup>nd</sup> QTR 2020			
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	6	0	3	0			