

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****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					1 Jan 2020 Thru 31 Mar 2020
	2015	2016	2017	2018	2019	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2 nd 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	2
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	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					2nd 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	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						
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2nd QTR 2020
	2015	2016	2017	2018	2019	
Complaints pending during 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 fiscal year where hearing was requested						
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

Total Number Findings		0		0		0		0		0		0	
Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2nd 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										2nd 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	8							
ROI issued, pending Complainant's action	0	0	0	0	0	0							
Hearing	4	1	4	4	10	12							
Final Agency Action	0	0	1	1	1	1							
Appeal with EEOC Office of Federal Operations	5	5	5	0	2	0							
Pending in Civil Court	0	0	2	1	1	1							

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2 nd QTR 2020
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	6	0	3	0