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

Missile Defense Agency

For the period beginning April 1, 2020 and ending June 30, 2020

Mixed Cases are Included in this report

				Co	mparati	ve Data
Complaint Activity		Previous	Fiscal Y	ear Data	1 App 2020 Thurs 21 Isl 2020	
	2015	2016	2017	2018	2019	1 Apr 2020 Thru 31 Jul 2020
Number of Complaints Filed	2	5	15	11	14	4
Number of Complainants	2	5	12	10	14	4
Repeat Filers	0	0	3	0	0	0

Complaints by Pasis			Comp	arative	Data	
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	2rd 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	3 rd QTR 2020
Race	0	0	8	4	8	2

Color	0	0	0	1	1	2
Religion	1	0	0	0	0	1
Reprisal	0	4	6	5	7	1
Sex	1	2	8	11	7	1
PDA	0	0	0	0	1	0
National Origin	0	0	0	0	0	1
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
			Compa	arative	Data	
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	ard OVD
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	3 rd 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
	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	0
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	3
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	1
Reasonable Accommodation	0	1	7	3	6	0

Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	1
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									
Processing Time]	Previous	Fiscal Y	ear Data	l	2rd OTD 2020				
	2015	2016	2017	2018	2019	3 rd QTR 2020				
Complaints pen	ding duri	ng fiscal	year							
Average number of days in investigation	0	42	208	167	174	183				
Average number of days in final action	0	0	0	0	0	0				
Complaint pending during fisc	cal year v	where hea	ring was	requeste	d					
Average number of days in investigation	93	97	175	349	2850	203				
Average number of days in final action	0	0	0	0	1	22				

Complaint pending during fiscal	year	wher	e he	aring	was	not	requ	este	d				
Average number of days in investigation	0		0		188		204		380			218	
Average number of days in final action	0		0		0		388		1			36	
					C	om]	para	tive	Data	ì			
Complaints Dismissed by Agency		P	revi	ous F	iscal	Ye	ar D	ata		and our			_
	20	15	201	.6	2017	7	201	8	2019)	3.4 Q	TR 202	U
Total Complaints Dismissed by Agency	1		0		3		5		2			0	
Average days pending prior to dismissal	42		0	0 81			178		128		0		
Complaints Withd	rawı	ı by	Com	plair	ants								
Total Complaints Withdrawn by Complainants	(0		2		1		0		0		
					(Con	ıpar	ativ	e Da	ta			
Total Final Aganay Actions Finding Discrimination			Pre	vious	Fisc	al Y	Year	Dat	a		2rd (OTR 20:	20
Total Final Agency Actions Finding Discrimination	2	2015	2	016	20	17	20)18	20	19	3(Q1K 20.	20
	#	%	#	%	#	%	#	%	#	%	#	%	,
E' l' (ED' . ' . ' . D L LL D. '							Cor	npaı	rativ	e Da	ta		
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data 3 rd OTR						ſR						
Note: Complaints can be filed alleging multiple bases. Th	e su	m of	2	2015	20	16	20	17	201	8	2019	2020)
the bases may not equal total complaints and finding	igs.		#	%	#	%	#	%	# 9	⁄o #	# %	#	%

Total Number Findings				0		0	0		0	0		0	
						Con	npara	ative	Dat	ta			
E. 1				Previous Fiscal Year Data								TD 2020	
Findings of Discrimination Rendered by Issue	20	015	20	016	20)17	20	18	20	019	3. Q	TR 2020	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		0		
							Cor	npar	ativ	e Data	ı		
Pending Complaints Filed in Previous Fiscal Years b	y St	atus		Pr	evio	us F	iscal	Year	· Da	ıta	ard c		
			2	2015	20	16	2017	20	18	2019	3 rd QTR 2020		
Total complaints from previous Fiscal Years				11	1	1	7	14	4	16	23		
Total Complainants				7	1	1	7	1	1	16	16 21		
Number co	omp	laints	per	nding	5								
Investigation				0	2	,	6	3	3	11		7	
ROI issued, pending Complainant's action				0	C		0	C)	0		0	
Hearing				4	1		4	4	ļ.	10		13	
Final Agency Action		0 0 1 1 1						0					
Appeal with EEOC Office of Federal Operation	ons			5	5		5	C)	2		5	
Pending in Civil Court				0	C		2	1		1		1	

	Comparative Data									
Complaint Investigations			Previous Fiscal Year Data							
	2015	2016	2017	2018	2019	3 rd QTR 2020				
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	6	0	3	4				