

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

DLA (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	106	119	102	87	120	24
Number of Complainants	101	109	90	85	114	23
Repeat Filers	5	11	9	2	5	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	2016Thru12-31
Race	45	51	45	45	55	10
Color	16	17	14	16	28	6
Religion	3	1	2	4	1	0
Reprisal	30	54	57	32	51	9
Sex	39	48	39	37	42	11
PDA	1	0	0	1	0	0

National Origin	15	16	10	9	14	2
Equal Pay Act	0	0	0	0	0	0
Age	42	39	32	27	48	7
Disability	22	36	39	31	47	6
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	7	7	6	8	7	1
Assignment of Duties	3	7	7	4	3	0
Awards	3	3	2	3	2	1
Conversion to Full-time	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	4	3	1	2	4	0
Suspension	5	5	5	3	3	0
Removal	0	4	0	3	1	0
Other	6	0	3	5	0	0
Duty Hours	2	2	3	0	1	1
Evaluation Appraisal	6	6	4	4	2	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	38	32	54	32	44	14

Sexual	4	7	3	2	3	0
Medical Examination	0	1	1	1	1	0
Pay (Including Overtime)	0	3	1	1	0	1
Promotion/Non-Selection	33	34	13	15	39	5
Reassignment						
Denied	1	1	1	3	1	0
Directed	4	0	2	3	2	0
Reasonable Accommodation	5	12	12	10	9	0
Reinstatement	0	0	1	0	0	0
Retirement	1	1	0	1	1	0
Termination	10	8	1	3	8	0
Terms/Conditions of Employment	5	5	10	8	10	2
Time and Attendance	4	1	7	1	2	0
Training	0	3	5	3	3	0
Other	1	2	3	1	2	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	268.39	272.28	215.02	133.58	171.18	190.53
Average number of days in final action	154.94	139.79	48.53	73.42	94.89	89.62
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	261.58	278.26	207.78	133.20	164.44	196.30
Average number of days in final action	68.55	21.92	17.06	24.60	32.00	18.33

Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		280.58	256.73	231.11	134.25	185.00			184.11				
Average number of days in final action		298.92	225.52	76.68	146.65	142.81			132.40				
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data									2016Thru12-31		
		2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency		0	0	4	0	26			4				
Average days pending prior to dismissal		924	703	138	-152	59.38			23				
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		15	12	5	11	10			0				
Total Final Agency Actions Finding Discrimination		Comparative Data											
		Previous Fiscal Year Data									2016Thru12-31		
		2011	2012	2013	2014	2015							
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		3		2		0		1		3		0	
Without Hearing		0	0	2	100	0	0	0	0	1	0	0	0
With Hearing		3	100	0	0	0	0	1	100	2	100	0	0
Findings of Discrimination Rendered by Basis		Comparative Data											
		Previous Fiscal Year Data									2016Thru12-31		
		2011	2012	2013	2014	2015							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		3		2		0		1		3		0	

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	100	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2016Thru12-31						
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	0	0	0	0	67	135						
Total Complainants	194	210	210	228	64	128						
Number complaints pending												
Investigation	57	66	76	86	1	30						
ROI issued, pending Complainant's action	1	2	0	0	0	5						

Hearing	40	39	65	60	63	96
Final Agency Action	30	1	9	5	4	3
Appeal with EEOC Office of Federal Operations	13	19	21	30	43	47
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	93	107	106	122	6	5