

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DLA (and below)

For 2nd Quarter 2020 for period ending March 31, 2019

## Complaint Activity

Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Number of Complaints Filed	120	134	123	117	157	72
Number of Complainants	114	128	114	116	154	70
Repeat Filers	5	5	5	1	3	2

## Complaints by Basis

Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Race	55	64	50	46	75	30
Color	28	32	23	22	35	9
Religion	1	4	3	1	7	1
Reprisal	51	52	54	52	71	36
Sex	42	41	39	59	75	34
PDA	0	0	1	0	1	0
National Origin	14	7	10	18	15	3
Equal Pay Act	0	0	1	0	0	0
Age	48	48	41	34	37	26
Disability	47	40	44	48	61	28
Genetics	0	0	0	1	0	0
Non-EEO	0	0	2	1	1	0

## Complaints by Issue

Complaints per Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Appointment/Hire	7	9	11	9	10	1
Assignment of Duties	3	7	14	11	13	5
Awards	2	2	3	4	4	6
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	1	2	2
Reprimand	4	6	2	3	4	2
Suspension	3	5	5	4	5	4
Removal	1	4	2	2	8	7
Other	0	3	0	0	0	2
Duty Hours	1	1	3	3	2	0
Perf. Eval./ Appraisal	2	2	4	10	11	2
Examination/Test	0	0	2	0	0	0
<b>Harassment</b>						
Non-Sexual	44	47	37	55	64	25
Sexual	3	2	6	5	3	3
Medical Examination	1	0	1	3	1	0
Pay including overtime	0	3	1	2	1	2
Promotion/Non-Selection	39	33	24	31	26	12
<b>Reassignment</b>						
Denied	1	1	0	2	3	2
Directed	2	2	4	8	14	4
Reasonable Accommodation Disability	9	7	8	10	11	7
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	2	0	0	1	0
Retirement	1	1	1	0	2	0
Sex-Stereotyping	0	0	2	0	0	0
Telework	0	6	4	1	7	1
Termination	8	5	7	9	20	4
Terms/Conditions of Employment	10	13	9	6	9	7
Time and Attendance	2	4	9	10	12	3
Training	3	4	2	9	5	1
<b>Other</b>						
User Defined - Other 1	0	1	1	0	1	2
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0











### Pending Complaints Filed in Previous Fiscal Years by Status

Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Total complaints from previous Fiscal Years	67	89	118	123	109	179
Total Complainants	64	85	110	111	102	172
<b>Number complaints pending</b>						
Investigation	1	0	9	10	6	36
ROI issued, pending Complainant's action	0	0	0	0	0	6
Hearing	63	81	109	107	84	104
Final Agency Action	4	7	10	16	24	40
Appeal with EEOC Office of Federal Operations	43	37	29	16	23	30

### Complaint Investigations

Fiscal Year	2015	2016	2017	2018	2019	2020 Thru 03-31
Pending Complaints Where Investigations Exceed Required Time Frames	6	3	11	17	17	26

*Note: Complaints can be filed alleging multiple bases.*

*The sum of the bases may not equal total complaints filed.*

*The sum of the bases may not equal total complaints and findings.*