Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DLA (and below) For 3rd Quarter 2021 for period ending June 30, 2021

Complaint Activity

Complaints per Fiscal Year	2016	2017	2018	2019	2020	2021 Thru 06-30
Number of Complaints Filed	134	123	117	157	155	78
Number of Complainants	128	114	116	154	148	75
Repeat Filers	5	5	1	3	7	3

Complaints by Basis

Complaints per Fiscal Year	2016	2017	2018	2019	2020	2021 Thru 06-30
Race	64	50	46	75	65	35
Color	32	23	22	35	18	19
Religion	4	3	1	7	1	2
Reprisal	52	54	52	71	66	33
Sex	41	39	59	75	73	25
PDA	0	1	0	1	1	0
National Origin	7	10	18	15	6	3
Equal Pay Act	0	1	0	0	0	0
Age	48	41	34	37	49	17
Disability	40	44	48	61	64	33
Genetics	0	0	1	0	0	0
Non-EEO	0	2	1	1	0	0

Complaints per Fiscal Year	2016	2017	2018	2019	2020	2021 Thru 06-30
Appointment/Hire	9	11	9	10	6	7
Assignment of Duties	7	14	11	13	10	7
Awards	2	3	4	4	7	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	2	2	1
Reprimand	6	2	3	4	6	1
Suspension	5	5	4	5	9	7
Removal	4	2	2	8	11	6
Other	3	0	0	0	0	1
Duty Hours	1	3	3	2	2	1
Perf. Eval./ Appraisal	2	4	10	11	7	8
Examination/Test	0	2	0	0	0	0
Harassment					I	
Non-Sexual	47	37	55	64	59	34
Sexual	2	6	5	3	4	1
Medical Examination	0	1	3	1	2	0
Pay including overtime	3	1	2	1	2	3
Promotion/Non-Selection	33	24	31	26	26	7
Reassignment					I	
Denied	1	0	2	3	2	0
Directed	2	4	8	14	10	0
Reasonable Accommodation Disability	7	8	10	11	13	7
Reinstatement	1	0	0	0	0	0
Religious Accommodation	2	0	0	1	0	0
Retirement	1	1	0	2	1	2
Sex-Stereotyping	0	2	0	0	0	0
Telework	6	4	1	7	3	1
Termination	5	7	9	20	17	5
Terms/Conditions of Employment	13	9	6	9	12	4
Time and Attendance	4	9	10	12	6	3
Training	4	2	9	5	1	0
Other	<u> </u>	1	1	1	L	1
User Defined - Other 1	1	1	0	1	1	0
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

Processing Time

Complaints per Fiscal Year	2016	2017	2018	2019	2020	2021 Thru 06- 30
Complaints pending during fiscal year						
Average number of days in investigation	178.93	205.21	226.99	244.62	221.91	206.85
Average number of days in final action	90.79	140.92	114.38	110.31	120.32	128.44
Complaint pending during fiscal year wh	ere hear	ing was	s request	ted		
Average number of days in investigation	183.83	210.19	234.54	245.79	220.20	189.80
Average number of days in final action	52.30	69.46	57.17	45.10	71.28	31.53
Complaint pending during fiscal year wh	ere hear	ring was	s not req	uested		
Average number of days in investigation	172.33	196.41	218.94	242.89	224.09	231.55
Average number of days in final action	122.54	221.04	201.68	213.15	284.00	190.55

Complaints Dismissed by Agency

Complaints per Fiscal Year	2016	2017	2018	2019	2020	2021 Thru 06- 30
Total Complaints Dismissed by Agency	13	9	12	29	24	20
Average days pending prior to dismissal	25.92	87.89	33	335.24	152.58	98.3
Complaints With	drawn	by Co	ompla	inants		
Total Complaints Withdrawn by Complainants	11	17	16	14	12	13

Total Final Agency Actions Finding Discrimination

Complaints non Fiscal Vacu	20)16	20	2017		2018		2019		2020	2021 Thru 06-30	
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		2		1		0	
Without Hearing	0	0	0	0	1	100	1	50	0	0	0	0
With Hearing	0	0	0	0	0	0	1	50	1	100	0	0

Findings of Discrimination Rendered by Basis

Total Number Findings

Complaints non Fiscal Very	20)16	20)17	2	018	2	019	2020		2021 Thru 06-30	
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		2		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	100	2	100	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing

	20)16	20)17	20	018	2	019	2	020	2021 T	[°] hru 06-30
Complaints per Fiscal Year	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0		0		0		1		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Complaints per Fiscal Year	20)16	20	017	2	018		2019	2	2020	2021 T	[°] hru 06-30
Complaints per l'iscal l'eat	#	%	#	%	#	%	#	%	#	ŧ %	#	%
Findings Without Hearing	0		0		1		1		()	0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	(0	0	0
Religion	0	0	0	0	0	0	0	0	(0	0	0
Reprisal	0	0	0	0	0	0	0	0	(0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	() 0	0	0
National Origin	0	0	0	0	0	0	0	0	() 0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	() 0	0	0
Age	0	0	0	0	0	0	0	0	() 0	0	0
Disability	0	0	0	0	1	100	1	100) () 0	0	0
		0	0	0	0	0	0	0) ()	0	0
Genetics	0	0	0	0	U	0	U	0	(0	0

Findings of Discrimination Rendered by Issue Total Number Findings

Complaints per Fiscal Year	20)16)17		018	20)19		020	2021 Thru 06-30	
Complaints per Fiscal Lear	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		2		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	100	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	1	50	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	50	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	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 Disability	0	0	0	0	0	0	1	50	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define	-1	L		<u> </u>	ı	I	1					L
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
		<u> </u>	1_		-		-		-			<u> </u>
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0

Fiscal Year	20)16	20)17	20)18	2	019	2020		2021 T	'hru 06-30
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0		0		0		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			1						1			
Non-Sexual	0	0	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	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 Disability	0	0	0	0	0	0	1	100	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define	1						·l					
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Fiscal Year	20)16	20)17	2	018	2019		2020		2021 T	hru 06-30
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0		0		1		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	100	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment					1							
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	100	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0
Reassignment					1							
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define	1		1		1	1	1	I				
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Fiscal Year	2016	2017	2018	2019	2020	2021 Thru 06-30
Total complaints from previous Fiscal Years	89	118	123	109	129	174
Total Complainants	85	110	111	102	128	165
Number complaints pending						
Investigation	0	9	10	6	5	12
ROI issued, pending Complainant's action	0	0	0	0	0	4
Hearing	81	109	107	84	88	116
Final Agency Action	7	10	16	24	42	52
Appeal with EEOC Office of Federal Operations	37	29	16	23	26	25

Pending Complaints Filed in Previous Fiscal Years by Status

Complaint Investigations

Fiscal Year	2016	2017	2018	2019	2020	2021 Thru 06-30
Pending Complaints Where Investigations Exceed Required Time Frames	3	11	17	17	15	14

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.