

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

Defense Human Resources Activity (DHRA)

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Complaint Activity	Comparative Data Previous Fiscal Year Data					2008
	2003	2004	2005	2006	2007	4th Qtr 10/1/07 thru 9/30/08
Number of Complaints Filed				4	2	4
Number of Complainants				4	2	4
Repeat Filers				0	0	0
Complaints by Basis <i>Note: Complaints can be filed alleging</i>		Comparative Data Previous Fiscal Year Data				2008

	2003	2004	2005	2006	2007	
Race				3	2	2
Color				1	0	0
Religion				0	0	0
Reprisal				0	1	1
Sex				1	2	1
National Origin				0	0	0
Equal Pay Act				0	0	0
Age				0	2	1
Disability				1	0	2
Non-EEO basis				0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2008 4th Qtr 10/1/07 thru 9/30/08
	2003	2004	2005	2006	2007	
Appointment/Hire				0	0	0
Assignment of Duties				0	1	1
Awards				0	0	0
Conversion to Full-time				0	0	0
Disciplinary Action						
Demotion				0	1	0
Reprimand				1	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2008 4th Qtr 10/1/07 thru 9/30/08
	2003	2004	2005	2006	2007	
Removal				0	0	0
Suspension				0	0	0
Other				0	0	0
Duty Hours				0	0	0
Evaluation Appraisal				0	0	0
Examination/Test				0	0	0
Harassment						
Non-Sexual				2	1	2

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2008 4th Qtr 10/1/07 thru 9/30/08
	2003	2004	2005	2006	2007	
Sexual				0	0	0
Medical Examination				0	0	0
Pay (Including Overtime)				0	0	0
Promotion/Non-Selection				2	1	0
Reassignment						
Denied				0	1	1
Directed				0	0	0
Reasonable Accommodation				0	0	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2008 4th Qtr 10/1/07 thru 9/30/08
	2003	2004	2005	2006	2007	
Reinstatement				0	0	0
Retirement				0	0	0
Termination				0	1	0
Terms/Conditions of Employment				0	0	0
Time and Attendance				0	1	0
Training				0	1	0
Other				0	0	0

Processing Time	Comparative Data Previous Fiscal Year Data					2008
						4th Qtr 10/1/07 thru 9/30/08
	2003	2004	2005	2006	2007	
Complaints pending (<i>for any length of time</i>) during fiscal year						
Average number of days in investigation stage				12	121	230
Average number of days in final action stage				0	0	0
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was requested						
Average number of days in investigation stage				525	217	0
Average number of days in final action stage				370	0	0

Processing Time	Comparative Data Previous Fiscal Year Data					2008
						4th Qtr 10/1/07 thru 9/30/08
	2003	2004	2005	2006	2007	
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested						
Average number of days in investigation stage				318	25	230
Average number of days in final action stage				303	0	0
Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2008
						4th Qtr 10/1/07 thru 9/30/08
	2007	2006	2005	2004	2003	
Total Complaints Dismissed by Agency	1	1				0

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
											10/1/07 thru 9/30/08	
	2007	2006	2005	2004	2003							
Average days pending prior to dismissal	124	698				0						
Complaints Withdrawn by Complainants												
Total complaints Withdrawn by Complainants	0	0				1						
Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
											10/1/07 thru 9/30/08	
	2003	2004	2005	2006	2007							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings						0		0			0	

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
	2003		2004		2005		2006		2007		10/1/07 thru 9/30/08	
	#	%	#	%	#	%	#	%	#	%	#	%
Without Hearing							0		0		0	
With Hearing							0		0		0	
Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data										2008	
											4th Qtr	
	2003		2004		2005		2006		2007		10/1/07 thru 9/30/08	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
Race							0		0		0	
Color							0		0		0	
Religion							0		0		0	

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data										2008	
											4th Qtr	
											10/1/07 thru 9/30/08	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Reprisal							0		0		0	
Sex							0		0		0	
National Origin							0		0		0	
Age							0		0		0	
Disability							0		0		0	
Non-EEO							0		0		0	
Findings After Hearing							0		0		0	
Race							0		0		0	
Color							0		0		0	
Religion							0		0		0	
Reprisal							0		0		0	
Sex							0		0		0	
National Origin							0		0		0	
Equal Pay Act							0		0		0	
Age							0		0		0	
Disability							0		0		0	
Non-EEO							0		0		0	
Findings Without Hearing							0		0		0	

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705 Previous Fiscal Year Data										2008	
											4th Qtr	
	2003		2004		2005		2006		2007		10/1/07 thru 9/30/08	
	#	%	#	%	#	%	#	%	#	%	#	%
Race							0		0		0	
Color							0		0		0	
Religion							0		0		0	
Reprisal							0		0		0	
Sex							0		0		0	
National Origin							0		0		0	
Equal Pay Act							0		0		0	
Age							0		0		0	
Disability							0		0		0	
Non-EEO							0		0		0	
Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
	2003		2004		2005		2006		2007		10/1/07 thru 9/30/08	

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							0		0		0	
Appointment/Hire							0		0		0	
Assignment of Duties							0		0		0	
Awards							0		0		0	
Conversion to Full-time							0		0		0	
Disciplinary Action												
Demotion							0		0		0	
Reprimand							0		0		0	
Suspension							0		0		0	
Removal							0		0		0	
Other							0		0		0	
Duty Hours							0		0		0	
Evaluation Appraisal							0		0		0	
Examination/Test							0		0		0	
Harassment												
Non-Sexual							0		0		0	
Sexual							0		0		0	
Medical Examination							0		0		0	
Pay (Including Overtime)							0		0		0	
Promotion/Non-Selection							0		0		0	
Denied							0		0		0	
Directed							0		0		0	
Reasonable Accommodation							0		0		0	
Reinstatement							0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
	2003		2004		2005		2006		2007		10/1/07 thru 9/30/08	
	#	%	#	%	#	%	#	%	#	%	#	%
Retirement							0		0		0	
Termination							0		0		0	
Terms/Conditions of Employment							0		0		0	
Time and Attendance							0		0		0	
Training							0		0		0	
Other							0		0		0	
Findings After Hearing							0		0		0	
Appointment/Hire							0		0		0	
Assignment of Duties							0		0		0	
Awards							0		0		0	
Conversion to Full-time							0		0		0	
Disciplinary Action												
Reprimand							0		0		0	
Suspension							0		0		0	
Removal							0		0		0	
Other							0		0		0	
Duty Hours							0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
											10/1/07 thru 9/30/08	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Evaluation Appraisal							0		0		0	
Examination/Test							0		0		0	
Harassment												
Non-Sexual							0		0		0	
Sexual							0		0		0	
Medical Examination							0		0		0	
Pay (Including Overtime)							0		0		0	
Promotion/Non-Selection							0		0		0	
Reassignment												
Denied							0		0		0	
Directed							0		0		0	
Reasonable Accommodation							0		0		0	
Reinstatement							0		0		0	
Retirement							0		0		0	
Termination							0		0		0	
Terms/Conditions of Employment							0		0		0	
Time and Attendance							0		0		0	
Training							0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
											10/1/07 thru 9/30/08	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Other												
Findings Without Hearing							0		0		0	
Appointment/Hire							0		0		0	
Assignment of Duties							0		0		0	
Awards							0		0		0	
Conversion to Full-time							0		0		0	
Disciplinary Action												
Reprimand							0		0		0	
Suspension							0		0		0	
Removal							0		0		0	
Other							0		0		0	
Duty Hours							0		0		0	
Evaluation Appraisal							0		0		0	
Examination/Test							0		0		0	
Harassment												
Non-Sexual							0		0		0	
Sexual							0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2008	
											4th Qtr	
											10/1/07 thru 9/30/08	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Medical Examination							0		0		0	
Pay (Including Overtime)							0		0		0	
Promotion/Non-Selection							0		0		0	
Reassignment												
Denied							0		0		0	
Directed							0		0		0	
Reasonable Accommodation							0		0		0	
Reinstatement							0		0		0	
Retirement							0		0		0	
Termination							0		0		0	
Terms/Conditions of Employment							0		0		0	
Time and Attendance							0		0		0	
Training							0		0		0	
Other							0		0		0	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2008
	2003	2004	2005	2006	2007	4th Qtr 10/1/07 thru 9/30/08
Total complaints from previous Fiscal Years				0	4	3
Total Complainants				0	4	3
Number complaints pending						
Investigation				0	0	0
Hearing				0	3	1
Final Agency Action				2	0	0
Appeal with EEOC Office of Federal Operations	*	*	*	0	0	0

*Unable to reconstruct data from FY 2003 through FY 2005

Complaint Investigations	Comparative Data Previous Fiscal Year Data					2008
						4th Qtr
	2007	2006	2005	2004	2003	10/1/07 thru 9/30/08
Pending Completion Where Investigation Exceeds Required Time Frames	0	0				2