

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 | | | | | 2009 |
|---|---|-------------|-------------|-------------|-------------|--|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Number of Complaints Filed | | | 4 | 2 | 4 | 0 |
| Number of Complainants | | | 4 | 2 | 4 | 0 |
| Repeat Filers | | | 0 | 0 | 0 | 0 |
| Complaints by Basis <i>Note: Complaints can be filed alleging</i> | Comparative Data Previous Fiscal Year Data | | | | | 2009 |

| | 2004 | 2005 | 2006 | 2007 | 2008 | |
|-----------------|------|------|------|------|------|---|
| Race | | | 3 | 2 | 2 | 0 |
| Color | | | 1 | 0 | 0 | 0 |
| Religion | | | 0 | 0 | 0 | 0 |
| Reprisal | | | 0 | 1 | 1 | 0 |
| Sex | | | 1 | 2 | 1 | 0 |
| National Origin | | | 0 | 0 | 0 | 0 |
| Equal Pay Act | | | 0 | 0 | 0 | 0 |
| Age | | | 0 | 2 | 1 | 0 |
| Disability | | | 1 | 0 | 2 | 0 |
| Non-EEO basis | | | 0 | 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 | | | | | 2009 |
|--|--|-------------|-------------|-------------|-------------|--|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Appointment/Hire | | | 0 | 0 | 0 | 0 |
| Assignment of Duties | | | 0 | 1 | 1 | 0 |
| Awards | | | 0 | 0 | 0 | 0 |
| Conversion to Full-time | | | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | | | 0 | 1 | 0 | 0 |
| Reprimand | | | 1 | 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 | | | | | 2009 |
|---|---|------|------|------|------|---------------------------------------|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Removal | | | 0 | 0 | 0 | 0 |
| Suspension | | | 0 | 0 | 0 | 0 |
| Other | | | 0 | 0 | 0 | 0 |
| Duty Hours | | | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | | | 0 | 0 | 0 | 0 |
| Examination/Test | | | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | | | 2 | 1 | 2 | 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 | | | | | 2009 |
|---|---|------|------|------|------|---------------------------------------|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Sexual | | | 0 | 0 | 0 | 0 |
| Medical Examination | | | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | | | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | | | 2 | 1 | 0 | 0 |
| Reassignment | | | | | | |
| Denied | | | 0 | 1 | 1 | 0 |
| Directed | | | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | | | 0 | 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 | | | | | 2009 |
|---|---|------|------|------|------|---------------------------------------|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Reinstatement | | | 0 | 0 | 0 | 0 |
| Retirement | | | 0 | 0 | 0 | 0 |
| Termination | | | 0 | 1 | 0 | 0 |
| Terms/Conditions of Employment | | | 0 | 0 | 0 | 0 |
| Time and Attendance | | | 0 | 1 | 0 | 0 |
| Training | | | 0 | 1 | 0 | 0 |
| Other | | | 0 | 0 | 0 | 0 |

| Processing Time | Comparative Data Previous Fiscal Year Data | | | | | 2009 |
|--|---|------|------|------|------|---------------------------------------|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Complaints pending (<i>for any length of time</i>) during fiscal year | | | | | | |
| Average number of days in investigation stage | | | 12 | 121 | 230 | 393 |
| Average number of days in final action stage | | | 0 | 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 | 470 |
| Average number of days in final action stage | | | 370 | 0 | 0 | 0 |

| Processing Time | Comparative Data Previous Fiscal Year Data | | | | | 2009 |
|---|---|------|------|------|------|---------------------------------------|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| 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 | 315 |
| Average number of days in final action stage | | | 303 | 0 | 0 | 0 |
| Complaints Dismissed by Agency | Comparative Data Previous Fiscal Year Data | | | | | 2009 |
| | 2008 | 2007 | 2006 | 2005 | 2004 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Total Complaints Dismissed by Agency | 0 | 1 | 1 | | | 0 |

| Complaints Dismissed by Agency | Comparative Data Previous Fiscal Year Data | | | | | 2009 | | | | | | |
|---|---|------|------|------|------|---------------------------------------|------|---|------|---|---------------------------------------|---|
| | 2008 | 2007 | 2006 | 2005 | 2004 | 2nd Qtr 10/1/08 thru 9/30/09 | | | | | | |
| Average days pending prior to dismissal | 0 | 124 | 698 | | | 0 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total complaints Withdrawn by Complainants | 1 | 0 | 0 | | | 0 | | | | | | |
| Total Final Actions Finding Discrimination | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2009 | |
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2nd Qtr 10/1/08 thru 9/30/09 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | | | | 0 | | 0 | | 0 | | 0 | | 0 |

| Total Final Actions Finding Discrimination | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2009 | |
|---|--|---|------|---|------|---|------|---|------|---|----------------------|---|
| | | | | | | | | | | | 2nd Qtr | |
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 10/1/08 thru 9/30/09 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Without Hearing | | | | | 0 | | 0 | | 0 | | 0 | |
| With Hearing | | | | | 0 | | 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) | | | | | | | | | | 2009 | |
| | | | | | | | | | | | 2nd Qtr | |
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 10/1/08 thru 9/30/09 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | | | | | | | | | | | | |
| Race | | | | | 0 | | 0 | | 0 | | 0 | |
| Color | | | | | 0 | | 0 | | 0 | | 0 | |
| Religion | | | | | 0 | | 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 | | | | | | | | | | 2009 | |
|--|--|---|-------------|---|-------------|---|-------------|---|-------------|---|-------------------------------------|---|
| | | | | | | | | | | | 2nd Qtr | |
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 10/1/08 thru 9/30/09 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Reprisal | | | | 0 | | 0 | | 0 | | 0 | | |
| Sex | | | | 0 | | 0 | | 0 | | 0 | | |
| National Origin | | | | 0 | | 0 | | 0 | | 0 | | |
| Age | | | | 0 | | 0 | | 0 | | 0 | | |
| Disability | | | | 0 | | 0 | | 0 | | 0 | | |
| Non-EEO | | | | 0 | | 0 | | 0 | | 0 | | |
| Findings After Hearing | | | | 0 | | 0 | | 0 | | 0 | | |
| Race | | | | 0 | | 0 | | 0 | | 0 | | |
| Color | | | | 0 | | 0 | | 0 | | 0 | | |
| Religion | | | | 0 | | 0 | | 0 | | 0 | | |
| Reprisal | | | | 0 | | 0 | | 0 | | 0 | | |
| Sex | | | | 0 | | 0 | | 0 | | 0 | | |
| National Origin | | | | 0 | | 0 | | 0 | | 0 | | |
| Equal Pay Act | | | | 0 | | 0 | | 0 | | 0 | | |
| Age | | | | 0 | | 0 | | 0 | | 0 | | |
| Disability | | | | 0 | | 0 | | 0 | | 0 | | |
| Non-EEO | | | | 0 | | 0 | | 0 | | 0 | | |
| Findings Without Hearing | | | | 0 | | 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 | | | | | | | | | | 2009 | |
|--|--|---|------|---|------|---|------|---|------|---|---|---|
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2nd Qtr 10/1/08 thru 9/30/09 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Race | | | | | 0 | | 0 | | 0 | | 0 | |
| Color | | | | | 0 | | 0 | | 0 | | 0 | |
| Religion | | | | | 0 | | 0 | | 0 | | 0 | |
| Reprisal | | | | | 0 | | 0 | | 0 | | 0 | |
| Sex | | | | | 0 | | 0 | | 0 | | 0 | |
| National Origin | | | | | 0 | | 0 | | 0 | | 0 | |
| Equal Pay Act | | | | | 0 | | 0 | | 0 | | 0 | |
| Age | | | | | 0 | | 0 | | 0 | | 0 | |
| Disability | | | | | 0 | | 0 | | 0 | | 0 | |
| Non-EEO | | | | | 0 | | 0 | | 0 | | 0 | |

| Findings of Discrimination Rendered by Issue | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2009 | |
|---|---|---|------|---|------|---|------|---|------|---|---|---|
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2nd Qtr 10/1/08 thru 9/30/09 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |

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

| Findings of Discrimination Rendered by Issue | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2009 | |
|---|---|---|------|---|------|---|------|---|------|---|---------|---|
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2nd Qtr | |
| | 10/1/08 thru 9/30/09 | | | | | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Retirement | | | | | 0 | | 0 | | 0 | | 0 | |
| Termination | | | | | 0 | | 0 | | 0 | | 0 | |
| Terms/Conditions of Employment | | | | | 0 | | 0 | | 0 | | 0 | |
| Time and Attendance | | | | | 0 | | 0 | | 0 | | 0 | |
| Training | | | | | 0 | | 0 | | 0 | | 0 | |
| Other | | | | | 0 | | 0 | | 0 | | 0 | |
| Findings After Hearing | | | | | 0 | | 0 | | 0 | | 0 | |
| Appointment/Hire | | | | | 0 | | 0 | | 0 | | 0 | |
| Assignment of Duties | | | | | 0 | | 0 | | 0 | | 0 | |
| Awards | | | | | 0 | | 0 | | 0 | | 0 | |
| Conversion to Full-time | | | | | 0 | | 0 | | 0 | | 0 | |
| Disciplinary Action | | | | | | | | | | | | |
| Reprimand | | | | | 0 | | 0 | | 0 | | 0 | |
| Suspension | | | | | 0 | | 0 | | 0 | | 0 | |
| Removal | | | | | 0 | | 0 | | 0 | | 0 | |
| Other | | | | | 0 | | 0 | | 0 | | 0 | |
| Duty Hours | | | | | 0 | | 0 | | 0 | | 0 | |

| Findings of Discrimination Rendered by Issue | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2009 | |
|---|---|---|------|---|------|---|------|---|------|---|---------|---|
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2nd Qtr | |
| | 10/1/08 thru 9/30/09 | | | | | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Evaluation Appraisal | | | | | 0 | | 0 | | 0 | | 0 | |
| Examination/Test | | | | | 0 | | 0 | | 0 | | 0 | |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | | | | | 0 | | 0 | | 0 | | 0 | |
| Sexual | | | | | 0 | | 0 | | 0 | | 0 | |
| Medical Examination | | | | | 0 | | 0 | | 0 | | 0 | |
| Pay (Including Overtime) | | | | | 0 | | 0 | | 0 | | 0 | |
| Promotion/Non-Selection | | | | | 0 | | 0 | | 0 | | 0 | |
| Reassignment | | | | | | | | | | | | |
| Denied | | | | | 0 | | 0 | | 0 | | 0 | |
| Directed | | | | | 0 | | 0 | | 0 | | 0 | |
| Reasonable Accommodation | | | | | 0 | | 0 | | 0 | | 0 | |
| Reinstatement | | | | | 0 | | 0 | | 0 | | 0 | |
| Retirement | | | | | 0 | | 0 | | 0 | | 0 | |
| Termination | | | | | 0 | | 0 | | 0 | | 0 | |
| Terms/Conditions of Employment | | | | | 0 | | 0 | | 0 | | 0 | |
| Time and Attendance | | | | | 0 | | 0 | | 0 | | 0 | |
| Training | | | | | 0 | | 0 | | 0 | | 0 | |

| Findings of Discrimination Rendered by Issue | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2009 | |
|---|---|---|------|---|------|---|------|---|------|---|---------|---|
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2nd Qtr | |
| | 10/1/08 thru 9/30/09 | | | | | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Other | | | | | 0 | | 0 | | 0 | | 0 | |
| Findings Without Hearing | | | | | 0 | | 0 | | 0 | | 0 | |
| Appointment/Hire | | | | | 0 | | 0 | | 0 | | 0 | |
| Assignment of Duties | | | | | 0 | | 0 | | 0 | | 0 | |
| Awards | | | | | 0 | | 0 | | 0 | | 0 | |
| Conversion to Full-time | | | | | 0 | | 0 | | 0 | | 0 | |
| Disciplinary Action | | | | | | | | | | | | |
| Reprimand | | | | | 0 | | 0 | | 0 | | 0 | |
| Suspension | | | | | 0 | | 0 | | 0 | | 0 | |
| Removal | | | | | 0 | | 0 | | 0 | | 0 | |
| Other | | | | | 0 | | 0 | | 0 | | 0 | |
| Duty Hours | | | | | 0 | | 0 | | 0 | | 0 | |
| Evaluation Appraisal | | | | | 0 | | 0 | | 0 | | 0 | |
| Examination/Test | | | | | 0 | | 0 | | 0 | | 0 | |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | | | | | 0 | | 0 | | 0 | | 0 | |
| Sexual | | | | | 0 | | 0 | | 0 | | 0 | |

| Findings of Discrimination Rendered by Issue | Comparative Data Previous Fiscal Year Data | | | | | | | | | | 2009 | |
|---|---|---|------|---|------|---|------|---|------|---|---------|---|
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | 2nd Qtr | |
| | 10/1/08 thru 9/30/09 | | | | | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Medical Examination | | | | | 0 | | 0 | | 0 | | 0 | |
| Pay (Including Overtime) | | | | | 0 | | 0 | | 0 | | 0 | |
| Promotion/Non-Selection | | | | | 0 | | 0 | | 0 | | 0 | |
| Reassignment | | | | | | | | | | | | |
| Denied | | | | | 0 | | 0 | | 0 | | 0 | |
| Directed | | | | | 0 | | 0 | | 0 | | 0 | |
| Reasonable Accommodation | | | | | 0 | | 0 | | 0 | | 0 | |
| Reinstatement | | | | | 0 | | 0 | | 0 | | 0 | |
| Retirement | | | | | 0 | | 0 | | 0 | | 0 | |
| Termination | | | | | 0 | | 0 | | 0 | | 0 | |
| Terms/Conditions of Employment | | | | | 0 | | 0 | | 0 | | 0 | |
| Time and Attendance | | | | | 0 | | 0 | | 0 | | 0 | |
| Training | | | | | 0 | | 0 | | 0 | | 0 | |
| Other | | | | | 0 | | 0 | | 0 | | 0 | |
| | | | | | | | | | | | | |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data Previous Fiscal Year Data | | | | | 2009 |
|---|--|------|------|------|------|---------------------------------------|
| | 2004 | 2005 | 2006 | 2007 | 2008 | 2nd Qtr 10/1/08 thru 9/30/09 |
| Total complaints from previous Fiscal Years | | | 0 | 4 | 3 | 2 |
| Total Complainants | | | 0 | 4 | 3 | 2 |
| Number complaints pending | | | | | | |
| Investigation | | | 0 | 0 | 0 | 0 |
| Hearing | | | 0 | 3 | 1 | 1 |
| Final Agency Action | | | 2 | 0 | 0 | 1 |
| Appeal with EEOC Office of Federal Operations | * | * | 0 | 0 | 0 | 1 |

*Unable to reconstruct data from FY 2004 through FY 2005

| Complaint Investigations | Comparative Data Previous Fiscal Year Data | | | | | 2009 |
|---|---|------|------|------|------|---|
| | 2008 | 2007 | 2006 | 2005 | 2004 | 1 Qtr 10/1/08 thru 9/30/09 |
| Pending Completion Where Investigation Exceeds Required Time Frames | 2 | 0 | 0 | | | 0 |