

# 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

<b>Complaint Activity</b>	<b>Comparative Data Previous Fiscal Year Data</b>					<b>2009</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>4th Qtr  10/1/08 thru 9/30/09</b>
Number of Complaints Filed			4	2	4	1
Number of Complainants			4	2	4	1
Repeat Filers			0	0	0	0

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2009  4th Qtr
	2004	2005	2006	2007	2008	10/1/08 thru 9/30/09
	Race			3	2	2
Color			1	0	0	0
Religion			0	0	0	0
Reprisal			0	1	1	1
Sex			1	2	1	1
National Origin			0	0	0	0
Equal Pay Act			0	0	0	0

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2009
						4th Qtr
	2004	2005	2006	2007	2008	10/1/08 thru 9/30/09
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
						4th Qtr
	2004	2005	2006	2007	2008	10/1/08 thru 9/30/09
Appointment/Hire			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	4th Qtr 10/1/08 thru 9/30/09
Assignment of Duties			0	1	1	0
Awards			0	0	0	0
Conversion to Full-time			0	0	0	0
<b>Disciplinary Action</b>						
Demotion			0	1	0	0
Reprimand			1	0	0	0
Removal			0	0	0	0
Suspension			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	4th Qtr 10/1/08 thru 9/30/09
Other			0	0	0	0
Duty Hours			0	0	0	0
Evaluation Appraisal			0	0	0	0
Examination/Test			0	0	0	0
<b>Harassment</b>						
Non-Sexual			2	1	2	1
Sexual			0	0	0	0
Medical Examination			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	4th Qtr 10/1/08 thru 9/30/09
Pay (Including Overtime)			0	0	0	0
Promotion/Non-Selection			2	1	0	0
<b>Reassignment</b>						
Denied			0	1	1	0
Directed			0	0	0	0
Reasonable Accommodation			0	0	0	0
Reinstatement			0	0	0	0
Retirement			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	4th Qtr 10/1/08 thru 9/30/09
Termination			0	1	0	0
Terms/Conditions of Employment			0	0	0	1
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
						4th Qtr
	2004	2005	2006	2007	2008	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	327
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	480



Processing Time	Comparative Data Previous Fiscal Year Data					2009  4th Qtr  10/1/08 thru 9/30/09
	2004	2005	2006	2007	2008	
	Average number of days in final action stage			370	0	0
<b>Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage			318	25	230	251
Average number of days in final action stage			303	0	0	0

<b>Complaints Dismissed by Agency</b>	<b>Comparative Data Previous Fiscal Year Data</b>					<b>2009</b>
						<b>4th Qtr</b>
	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>10/1/08 thru 9/30/09</b>
Total Complaints Dismissed by Agency	0	1	1			0
Average days pending prior to dismissal	0	124	698			0
<b>Complaints Withdrawn by Complainants</b>						
Total complaints Withdrawn by Complainants	1	0	0			0
<b>Total Final Actions Finding Discrimination</b>	<b>Comparative Data Previous Fiscal Year Data</b>					<b>2009</b>
						<b>4th Qtr</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>10/1/08 thru 9/30/09</b>

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					0		0		0		0	
Without Hearing					0		0		0		0	
With Hearing					0		0		0		0	
<b>Findings of Discrimination Rendered by Basis</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>Comparative Data (Sec. 1614.705 Previous Fiscal Year Data</b>										<b>2009</b>	
											<b>4th Qtr</b>	
	<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</b>		<b>10/1/08 thru 9/30/09</b>	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
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	
Age					0		0		0		0	
Disability					0		0		0		0	
Non-EEO					0		0		0		0	

<b>Findings of Discrimination Rendered by Basis</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>Comparative Data (Sec. 1614.705 Previous Fiscal Year Data</b>										<b>2009</b>	
											<b>4th Qtr</b>	
	<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</b>		<b>10/1/08 thru 9/30/09</b>	
	#	%	#	%	#	%	#	%	#	%	#	%
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		
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		

<b>Findings of Discrimination Rendered by Basis</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>Comparative Data (Sec. 1614.705 Previous Fiscal Year Data</b>										<b>2009</b>	
											<b>4th Qtr</b>	
	2004		2005		2006		2007		2008		<b>10/1/08 thru 9/30/09</b>	
	#	%	#	%	#	%	#	%	#	%	#	%
Age					0		0		0		0	
Disability					0		0		0		0	
Non-EEO					0		0		0		0	
<b>Findings of Discrimination Rendered by Issue</b>											<b>2009</b>	
	<b>Comparative Data Previous Fiscal Year Data</b>										<b>4th Qtr</b>	
	2004		2005		2006		2007		2008		<b>10/1/08 thru 9/30/09</b>	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>					0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009  4th Qtr	
	2004		2005		2006		2007		2008		10/1/08 thru 9/30/09	
	#	%	#	%	#	%	#	%	#	%	#	%
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	
<b>Disciplinary Action</b>												
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	
<b>Harassment</b>												
Non-Sexual					0		0		0		0	
Sexual					0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009  4th Qtr	
	2004		2005		2006		2007		2008		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	
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	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009 4th Qtr 10/1/08 thru 9/30/09	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>					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	
<b>Disciplinary Action</b>												
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	
<b>Harassment</b>												



Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009  4th Qtr	
	2004		2005		2006		2007		2008		10/1/08 thru 9/30/09	
	#	%	#	%	#	%	#	%	#	%	#	%
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	
<b>Reassignment</b>												
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	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009 4th Qtr 10/1/08 thru 9/30/09	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>					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	
<b>Disciplinary Action</b>												
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	
<b>Harassment</b>												
Non-Sexual					0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009  4th Qtr	
	2004		2005		2006		2007		2008		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					0		0		0		0	
<b>Reassignment</b>												
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	4th Qtr 10/1/08 thru 9/30/09
Total complaints from previous Fiscal Years			0	4	3	2
Total Complainants			0	4	3	2
<b>Number complaints pending</b>						
Investigation			0	0	0	0
Hearing			0	3	1	1
Final Agency Action			2	0	0	0
Appeal with EEOC Office of Federal Operations	*	*	0	0	0	0

\*Unable to reconstruct data from FY 2004 through FY 2005

Complaint Investigations	Comparative Data Previous Fiscal Year Data					2009
	2008	2007	2006	2005	2004	4th Qtr  10/1/08 thru 9/30/09
Pending Completion Where Investigation Exceeds Required Time Frames	2	0	0			0