

# EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT

## Defense Information Systems Agency (DISA) Complaint Activity

Data as of October 1, 2009 – September 30, 2014

| Complaint Activity         | Comparative Data          |      |      |      |      |      |
|----------------------------|---------------------------|------|------|------|------|------|
|                            | Previous Fiscal Year Data |      |      |      |      |      |
|                            | 2009                      | 2010 | 2011 | 2012 | 2013 | 2014 |
| Number of Complaints Filed | 18                        | 13   | 15   | 16   | 21   | 25   |
| Number of Complainants     | 18                        | 12   | 15   | 16   | 21   | 25   |
| Repeat Filers              | 0                         | 1    | 0    | 0    | 0    | 0    |

| Complaints by Basis  | Comparative Data          |      |      |      |      |      |
|--|---------------------------|------|------|------|------|------|
|  | Previous Fiscal Year Data |      |      |      |      |      |
|  | 2009                      | 2010 | 2011 | 2012 | 2013 | 2014 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>   |                           |      |      |      |      |      |
| Race   | 8                         | 2    | 14   | 6    | 10   | 14   |
| Color  | 2                         | 1    | 4    | 2    | 3    | 2    |
| Religion   | 0                         | 0    | 0    | 1    | 0    | 1    |
| Reprisal   | 5                         | 3    | 7    | 4    | 8    | 4    |
| Sex  | 4                         | 7    | 11   | 5    | 3    | 9    |
| National Origin  | 2                         | 2    | 7    | 1    | 2    | 2    |
| Equal Pay Act  | 0                         | 0    | 0    | 0    | 0    | 0    |
| Age  | 7                         | 5    | 5    | 4    | 3    | 4    |
| Disability   | 4                         | 5    | 12   | 4    | 3    | 11   |
| Non-EEO  | 0                         | 0    | 0    | 0    | 0    | 0    |
| Complaints by Issue  | Comparative Data          |      |      |      |      |      |
|  | Previous Fiscal Year Data |      |      |      |      |      |
|  | 2009                      | 2010 | 2011 | 2012 | 2013 | 2014 |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> |                           |      |      |      |      |      |

|                                |    |    |    |    |   |    |
|--------------------------------|----|----|----|----|---|----|
| Appointment/Hire               | 0  | 1  | 0  | 0  | 0 | 0  |
| Assignment of Duties           | 0  | 0  | 4  | 7  | 0 | 0  |
| Awards                         | 0  | 0  | 0  | 0  | 3 | 0  |
| Conversion to Full-time        | 0  | 0  | 0  | 0  | 0 | 0  |
| <b>Disciplinary Action</b>     |    |    |    |    |   | 0  |
| Demotion                       | 0  | 1  | 0  | 0  | 0 | 0  |
| Reprimand                      | 0  | 0  | 1  | 1  | 0 | 1  |
| Removal                        | 0  | 0  | 3  | 1  | 0 | 0  |
| Suspension                     | 1  | 1  | 3  | 1  | 0 | 1  |
| Other                          | 0  | 0  | 0  | 1  | 2 | 0  |
| Duty Hours                     | 0  | 0  | 0  | 0  | 0 | 1  |
| Evaluation Appraisal           | 0  | 0  | 2  | 5  | 0 | 1  |
| Examination/Test               | 0  | 0  | 0  | 0  | 0 | 0  |
| <b>Harassment</b>              |    |    |    |    |   |    |
| Non-Sexual                     | 15 | 11 | 15 | 11 | 0 | 13 |
| Sexual                         | 0  | 0  | 0  | 2  | 8 | 1  |
| Medical Examination            | 0  | 0  | 0  | 0  | 1 | 2  |
| Pay (Including Overtime)       | 0  | 0  | 0  | 0  | 0 | 0  |
| Promotion/Non-Selection        | 5  | 9  | 8  | 4  | 0 | 3  |
| <b>Reassignment</b>            |    |    |    |    |   |    |
| Denied                         | 0  | 0  | 0  | 0  | 1 | 0  |
| Directed                       | 0  | 0  | 0  | 1  | 0 | 2  |
| Reasonable Accommodation       | 2  | 2  | 0  | 0  | 7 | 14 |
| Reinstatement                  | 0  | 0  | 0  | 0  | 3 | 0  |
| Retirement                     | 0  | 0  | 0  | 0  | 0 | 0  |
| Termination                    | 0  | 0  | 0  | 3  | 0 | 2  |
| Terms/Conditions of Employment | 1  | 0  | 11 | 0  | 1 | 0  |
| Time and Attendance            | 0  | 0  | 10 | 2  | 8 | 0  |
| Training                       | 0  | 0  | 2  | 1  | 0 | 1  |
| Other                          | 0  | 0  | 0  | 0  | 0 | 0  |
|                                |    |    |    |    |   |    |

| Complaints Dismissed by Agency          | Comparative Data          |      |      |      |      | 2014 |
|---|---------------------------|------|------|------|------|------|
|   | Previous Fiscal Year Data |      |      |      |      |      |
|   | 2009                      | 2010 | 2011 | 2012 | 2013 |      |
| Total Complaints Dismissed by Agency    | 2                         | 0    | 0    | 0    | 2    | 6    |
| Average days pending prior to dismissal | 26                        | 0    | 0    | 0    | 19   | 14   |







|                                |   |   |   |   |   |   |   |   |   |   |   |   |
|--------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| Evaluation 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                     | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual                     | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 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                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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       | 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 |
| Retirement                     | 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                          | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data          |      |      |      |      |      |
|---|---------------------------|------|------|------|------|------|
|   | Previous Fiscal Year Data |      |      |      |      |      |
|   | 2009                      | 2010 | 2011 | 2012 | 2013 | 2014 |
| Total complaints from previous Fiscal Years                 | 11                        | 23   | 36   | 28   | 32   | 21   |
| Total Complainants  | 18                        | 13   | 15   | 16   | 21   | 21   |
| <b>Number complaints pending</b>                            |                           |      |      |      |      |      |
| Investigation   | 9                         | 9    | 12   | 12   | 11   | 9    |
| Hearing   | 13                        | 14   | 16   | 15   | 24   | 7    |
| Final Action  | 0                         | 19   | 11   | 5    | 14   | 8    |
| Appeal with EEOC Office of Federal Operations               | 1                         | 1    | 0    | 1    | 1    | 1    |