## Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

## Defense Media Activity Fiscal Year 2015, period ending September 30, 2015

### **Complaint Activity**

Complaint Activity	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Number of Complaints Filed	2	5	5	5	3	4
Number of Complainants	2	5	5	5	3	4
Number of Repeat Filers	0	0	1	0	0	0

### Number of Complaints Alleging Discrimination by Bases

Complaints by Basis	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Race	0	3	2	3	2	3
Color	0	1	2	3	0	0
Religion	0	0	0	0	0	0
Reprisal	1	2	3	3	2	1
Sex	1	2	2	1	1	2
Pregnancy Discrimination Act (PDA)	0	0	0	0	0	0
National Origin	0	1	1	1	1	0
Equal Pay Act	0	0	0	1	0	0
Age	1	2	2	0	2	4
Disability	1	0	0	0	2	1
Genetics	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total

complaints filed.

Complaints by Issue	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Appointment/Hire	0	0	0	0	0	2
Assignment of Duties	0	1	0	8	2	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	1	1	3	0	0
Disciplinary Action: Removal	0	1	1	0	0	0
Disciplinary Action: Suspension	0	0	0	0	1	0
Disciplinary Action: Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	0
Evaluation Appraisal	0	1	0	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	1	0	0	4	2	2
Harassment: Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	0
Promotion/Non-Selection	0	0	0	3	0	1
Reassignment: Denied	1	0	0	0	0	0
Reassignment: Directed	0	0	1	0	0	1
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1	1
Terms/Conditions of Employment	0	2	0	2	2	2
Time and Attendance	0	0	0	0	0	0
Training	1	1	0	0	0	0
Other	0	1	0	0	0	0

## Number of Complaints Alleging Discrimination by Issue

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

## Average Length of Complaint Processing Time (in Days)

Processing Time	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Complaints Pending During Fiscal Year	,					
Average number of days in investigation	366	219	215	214	199	237
Average number of days in final action	0	0	0	0	811	0
Complaints Where Hearing was Reques	sted					
Average number of days in investigation	366	0	0	435	228	403
Average number of days in final action	0	0	0	0	0	0
Complaints Where Hearing was Not Red	quested					
Average number of days in investigation	0	0	0	185	410	482
Average number of days in final action	0	0	0	0	0	482

## Number of Complaints Dismissed by the Agency

Complaints Dismissed by the Agency	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total Complaints	0	2	0	0	0	0
Dismissed by the Agency						
Average Number of Days Pending	0	25	0	0	0	0
Prior to Dismissal						

### Number of Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total Number Complaints Withdrawn by Complainants	0	1	1	0	0	0

## **Number of Final Actions Finding Discrimination**

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Final Agency Actions Finding	FY 2010	FY 2011	FY 2011	FY 2012	FY 2012	FY 2013	FY 2013	FY 2014	FY 2014	FY 2015	FY 2015
Discrimination	Number	Percent	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total Findings	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0

# Total Number of Findings of Discrimination (by Basis)

Findings of Discrimination Rendered (Basis)	FY 2010 Number	FY 2011 Percent	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent
Total Findings	0	0	0	0	0	0	0	0	0	0	0
Race	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
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	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0

## Number of Findings of Discrimination after Hearing (by Basis)

Findings of Discrimination Rendered	FY 2010	FY 2011	FY 2011	FY 2012	FY 2012	FY 2013	FY 2013	FY 2014	FY 2014	FY 2015	FY 2015	
(Basis)	Number	Percent	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	
Race	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	
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	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	

## Number of Findings of Discrimination without Hearing (by Basis)

Findings of Discrimination Rendered	FY 2010	FY 2011	FY 2011	FY 2012	FY 2012	FY 2013	FY 2013	FY 2014	FY 2014	FY 2015	FY 2015
(Basis)	Number	Percent	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0
Race	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
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	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0

# Total Number of Findings of Discrimination (by Issue)

Findings of Discrimination Rendered (Issue)	FY 2010 Number	FY 2011 Percent	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full- time	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
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	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
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Termination	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
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0

# Total Number of Findings of Discrimination after Hearing (by Issue)

Findings of Discrimination Rendered (Issue)	FY 2010 Number	FY 2011 Percent	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent
Findings After	0	0	0	0	0	0	0	0	0	0	0
Hearing		<u>^</u>						0			<u>^</u>
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full- time	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
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	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
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Termination	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
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0

# Total Number of Findings of Discrimination without Hearing (by Issue)

Findings of Discrimination Rendered (Issue)	FY 2010 Number	FY 2011 Percent	FY 2011 Percent	FY 2012 Number	FY 2012 Percent	FY 2013 Number	FY 2013 Percent	FY 2014 Number	FY 2014 Percent	FY 2015 Number	FY 2015 Percent
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	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
Awards	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full- time	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
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	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
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Termination	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
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Previous Fiscal Years by Status						
Total Complaints from	2	0	0	4	9	9
Previous Fiscal Years						
Total Complainants	2	0	0	4	9	13
Complaints Pending Investigation	0	1	0	2	2	4
Complaints Pending Complainant's Action After ROI Issued	0	0	0	0	0	0
Complaints Pending Hearing	2	0	0	2	5	8
Complaints Pending Final Agency Action	0	0	0	0	1	0
Complaints Pending Appeal with EEOC Office of Federal Operations	0	0	0	0	0	1

## Number of Pending Complaints Filed in Previous Fiscal Years (by Status)

## Number of Investigations Exceeding Required Time Frames

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Complaint Investigations	FY 2010	F <b>Y 20</b> 11	FY 2012	FY2013	FY 2014	FY 2015
Pending Complaints where	2	1	2	4	1	1
Investigation Exceeded Required Time Frames						