

Equal Employment Opportunity Data

Posted Pursuant to the No Fear Act:

Defense Information Systems Agency

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	12	19	24	25	25	16
Number of Complainants	12	19	24	25	22	13
Repeat Filers	0	0	0	0	3	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	9	10	11	16	5
Color	1	5	5	5	9	1
Religion	0	0	0	2	3	0
Reprisal	7	10	13	16	18	11
Sex	4	6	13	12	10	7
PDA	0	0	0	0	0	0
National Origin	3	0	0	1	1	1
Equal Pay Act	0	0	1	0	0	0
Age	4	6	4	9	8	5
Disability	5	8	6	11	11	4
Genetics	0	0	0	0	0	0

Non-EEO	0	0	0	0	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	0	2	1	0	0	0
Assignment of Duties	2	8	6	5	4	3
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	1	0
Reprimand	1	1	5	1	0	1
Suspension	2	1	1	4	2	1
Removal	0	0	0	1	1	1
Other	0	1	0	0	0	0
Duty Hours	0	1	0	1	0	0
Perf. Eval./ Appraisal	6	2	2	4	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	13	14	14	12	10
Sexual	0	0	4	2	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	1	0	0	0
Promotion/Non-Selection	1	4	1	3	4	5
Reassignment						
Denied	0	1	2	2	1	0
Directed	0	2	4	3	3	0

Reasonable Accommodation Disability	3	3	2	5	4	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	2	1	3	0	0
Termination	1	3	0	3	2	1
Terms/Conditions of Employment	1	2	5	2	7	3
Time and Attendance	2	3	1	4	1	2
Training	0	1	1	2	3	1
Other						
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	220.54	195.44	202.64	222.47	230.54	211.86
Average number of days in final action	84.00	40.00	102.50	34.60	100.10	131.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	219.30	204.20	199.38	227.31	255.31	205.60
Average number of days in final action	65.00	40.00	69.00	34.67	68.57	34.75
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	224.67	186.33	245.00	145.00	211.62	221.75		
Average number of days in final action	88.75	0	136.00	34.50	197.00	185.75		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2021Thru09-30		
	2016	2017	2018	2019	2020			
Total Complaints Dismissed by Agency	1	3	5	0	6	4		
Average days pending prior to dismissal	143	86.67	93.2	0	85.5	101.5		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	0	1	1	0	4	2		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					2021Thru09-30		
	2016	2017	2018	2019	2020			
	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	1		
Without Hearing	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	1	100	
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					2021Thru09-30		
	2016	2017	2018	2019	2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	1		
Race	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	

Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	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	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Appointment/Hire	0	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	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	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	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ 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												

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 - User Define												
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	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	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	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	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ 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												
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												

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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 - User Define												
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	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					2021 Thru 09-30						
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	16	10	14	24	28	25						
Total Complainants	15	9	13	22	26	22						
Number complaints pending												
Investigation	6	1	0	0	1	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	10	9	14	22	21	14						
Final Agency Action	0	0	0	2	4	8						

Appeal with EEOC Office of Federal Operations	2	2	1	1	2	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	7	0	0	1	3	0