



**Equal Employment Opportunity Data  
Posted Pursuant to the No Fear Act**

**Defense Counterintelligence & Security Agency  
Fiscal Year 2026, First Quarter**

Complaints	2021	2022	2023	2024	2025	QTR 1 2026	QTR 2 2026	QTR 3 2026	QTR 4 2026
Number of Complaints Filed	14	16	11	22	23	5			
Number of Complainants	14	16	11	22	23	5			
Repeat Filers	0	0	2	3	2	1			

Complaint Basis	2021	2022	2023	2024	2025	QTR 1 2026	QTR 2 2026	QTR 3 2026	QTR 4 2026
Race	8	5	2	9	6	1			
Color	4	2	2	9	2	0			
Religion	1	1	1	0	2	0			
Reprisal	5	8	3	13	16	2			
Sex	8	5	3	6	5	0			
National Origin	3	0	2	1	2	1			
Age	6	5	3	7	10	0			
Disability	8	9	4	9	15	3			
Genetics	0	0	0	0	0	0			
Non-EEO	0	0	0	0	0	0			

Complaints by Issue	2021	2022	2023	2024	2025	QTR 1 2026	QTR 2 2026	QTR 3 2026	QTR 4 2026
	Appointment/Hire	3	0	1	3	0	0		
Assignment of Duties	7	5	4	15	13	2			
Awards	0	0	0	0	2	0			
Conversion to Full-Time	0	0	0	0	0	0			
<b>Disciplinary Action</b>									
Demotion	0	0	0	0	0	0			
Reprimand	2	2	1	1	14	0			
Suspension	0	0	0	1	2	0			
Removal	0	1	1	0	5	0			
Other	0	0	3	4	3	0			
Duty Hours	0	0	0	0	0	0			
Evaluation Appraisal	4	4	5	6	8	1			
Examination/Test	0	0	0	0	0	0			
<b>Harassment</b>									
Non-Sexual	10	8	9	17	17	2			
Sexual	0	0	0	1	1	0			
Medical Examination	0	1	0	0	0	0			
Pay (Incl. Overtime)	3	0	0	0	1	2			
Promotion/ Non-Selection	5	3	2	3	1	0			
<b>Reassignment</b>									
Denied	0	1	1	4	2	0			
Directed	0	0	1	1	1	0			

<b>Complaints By Issue</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>QTR 1 2026</b>	<b>QTR 2 2026</b>	<b>QTR 3 2026</b>	<b>QTR 4 2026</b>
Reasonable Accommodation	2	4	2	3	11	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Termination	2	1	1	4	3	2			
Terms/Conditions of Employment	1	2	0	5	12	1			
Time and Attendance	4	4	0	4	7	0			
Training	2	2	0	1	2	2			
Other	0	4	1	2	4	0			

<b>Complaints by Agency</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>QTR 1 2026</b>	<b>QTR 2 2026</b>	<b>QTR 3 2026</b>	<b>QTR 4 2026</b>
Total Complaints Dismissed	2	4	1	0	0	1			
Average day pending prior to dismissal	10	22	45	0	0	45			
Total Complaints Withdrawn by Complainants	2	0	1	5	0	0			

**\*Note: Complaints can be filed alleging multiple bases; therefore, the sum of the bases may not equal the total complaints filed.**