



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

**Defense Counterintelligence & Security Agency  
Fiscal Year 2023, First Quarter**

Complaints	2018	2019	2020	2021	2022	QTR 1 2023	QTR 2 2023	QTR 3 2023	QTR 4 2023
Number of Complaints Filed	8	1	11	14	16	1			
Number of Complainants	8	1	11	14	16	1			
Repeat Filers	0	0	0	0	3	0			

Complaint Basis	2018	2019	2020	2021	2022	QTR 1 2023	QTR 2 2023	QTR 3 2023	QTR 4 2023
Race	4	0	7	8	5	0			
Color	1	0	3	4	2	0			
Religion	0	1	0	1	1	0			
Reprisal	5	1	8	5	8	0			
Sex	4	1	7	8	5	1			
National Origin	0	0	1	3	0	0			
Age	2	1	2	6	5	1			
Disability	2	1	5	8	9	1			
Genetics	0	0	1	0	0	0			
Non-EEO	1	0	0	0	0	0			

<b>Complaints by Issue</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>QTR 1 2023</b>	<b>QTR 2 2023</b>	<b>QTR 3 2023</b>	<b>QTR 4 2023</b>
Appointment/Hire	0	0	0	3	0	0			
Assignment of Duties	0	0	10	7	5	1			
Awards	0	0	0	0	0	0			
Conversion to Full-Time	0	0	0	0	0	0			
<b>Disciplinary Action</b>									
Demotion	0	0	0	0	0	0			
Reprimand	0	0	3	2	2	0			
Suspension	0	0	1	0	0	0			
Removal	1	0	0	0	1	0			
Other	0	0	0	0	0	0			
Duty Hours	0	0	0	0	0	0			
Evaluation Appraisal	0	1	6	4	4	0			
Examination/Test	0	0	0	0	0	0			
<b>Harassment</b>									
Non-Sexual	3	1	10	10	8	1			
Sexual	0	0	1	0	0	0			
Medical Examination	0	0	0	0	1	0			
Pay (Incl. Overtime)	0	0	3	3	0	0			
Promotion/ Non-Selection	3	1	3	5	3	0			
<b>Reassignment</b>									
Denied	0	0	0	0	1	0			
Directed	0	0	0	0	0	1			

<b>Complaints By Issue</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>QTR 1 2023</b>	<b>QTR 2 2023</b>	<b>QTR 3 2023</b>	<b>QTR 4 2023</b>
Reasonable Accommodation	0	0	1	2	4	0			
Reinstatement	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Termination	1	0	1	2	1	0			
Terms/Conditions of Employment	0	0	2	1	2	0			
Time and Attendance	0	0	4	4	4	0			
Training	0	0	0	2	2	0			
Other	0	0	0	0	4	0			

<b>Complaints by Agency</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>QTR 1 2023</b>	<b>QTR 2 2023</b>	<b>QTR 3 2023</b>	<b>QTR 4 2023</b>
Total Complaints Dismissed	2	0	0	2	4	0			
Average day pending prior to dismissal	131	0	0	10	22	0			
Total Complaints Withdrawn by Complainants	0	0	0	2	0	0			

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