



Equal Employment Opportunity Data
Posted Pursuant to the No Fear Act

Defense Counterintelligence & Security Agency
Fiscal Year 2019, Fourth Quarter

| Complaints | 2014 | 2015 | 2016 | 2017 | 2018 | QTR 1 2019 | QTR 2 2019 | QTR 3 2019 | QTR 4 2019 |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Number of Complaints Filed | 9 | 6 | 4 | 3 | 8 | 0 | 0 | 1 | 0 |
| Number of Complainants | 9 | 6 | 4 | 3 | 8 | 0 | 0 | 1 | 0 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Complaint Basis | 2014 | 2015 | 2016 | 2017 | 2018 | QTR 1 2019 | QTR 2 2019 | QTR 3 2019 | QTR 4 2019 |
|------------------------|-------------|-------------|-------------|-------------|-------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Race | 2 | 1 | 2 | 2 | 4 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 5 | 5 | 2 | 3 | 5 | 0 | 0 | 1 | 0 |
| Sex | 6 | 2 | 2 | 2 | 4 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

| Complaints by Issue | 2014 | 2015 | 2016 | 2017 | 2018 | QTR 1 2019 | QTR 2 2019 | QTR 3 2019 | QTR 4 2019 |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------------|-------------------|-------------------|-------------------|
| Appointment/Hire | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Conversion to Full-Time | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | |
| Non-Sexual | 7 | 2 | 1 | 2 | 3 | 0 | 0 | 1 | 0 |
| Sexual | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Incl. Overtime) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Promotion/ Non-Selection | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 0 |
| Reassignment | | | | | | | | | |

| | | | | | | | | | |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------------|-------------------|-------------------|-------------------|
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints By Issue | 2014 | 2015 | 2016 | 2017 | 2018 | QTR 1 2019 | QTR 2 2019 | QTR 3 2019 | QTR 4 2019 |
| Reasonable Accommodation | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------------|-------------------|-------------------|-------------------|
| Complaints by Agency | 2014 | 2015 | 2016 | 2017 | 2018 | QTR 1 2019 | QTR 2 2019 | QTR 3 2019 | QTR 4 2019 |
| Total Complaints Dismissed | 2 | 1 | 2 | 2 | 2 | 0 | 1 | 0 | 0 |
| Average day pending prior to dismissal | 143 | 278 | 351 | 309 | 131 | 0 | 343 | 0 | 0 |
| Total Complaints Withdrawn by Complainants | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

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