



Equal Employment Opportunity Data
Posted Pursuant to the No Fear Act

Defense Counterintelligence & Security Agency
Fiscal Year 2021, First Quarter

9

| Complaints | 2016 | 2017 | 2018 | 2019 | 2020 | QTR 1 2021 | QTR 2 2021 | QTR 3 2021 | QTR 4 2021 |
|----------------------------|------|------|------|------|------|---------------|---------------|---------------|---------------|
| Number of Complaints Filed | 4 | 3 | 8 | 1 | 11 | 3 | | | |
| Number of Complainants | 4 | 3 | 8 | 1 | 11 | 3 | | | |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 0 | | | |

| Complaint Basis | 2016 | 2017 | 2018 | 2019 | 2020 | QTR 1 2021 | QTR 2 2021 | QTR 3 2021 | QTR 4 2021 |
|------------------------|------|------|------|------|------|---------------|---------------|---------------|---------------|
| Race | 2 | 2 | 4 | 0 | 7 | 2 | | | |
| Color | 1 | 1 | 1 | 0 | 3 | 2 | | | |
| Religion | 0 | 0 | 0 | 1 | 0 | 0 | | | |
| Reprisal | 2 | 3 | 5 | 1 | 8 | 1 | | | |
| Sex | 2 | 2 | 4 | 1 | 7 | 1 | | | |
| National Origin | 0 | 0 | 0 | 0 | 1 | 2 | | | |
| Age | 2 | 0 | 2 | 1 | 2 | 1 | | | |
| Disability | 1 | 2 | 2 | 1 | 5 | 2 | | | |
| Genetics | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Non-EEO | 0 | 0 | 1 | 0 | 0 | 0 | | | |

| Complaints by Issue | 2016 | 2017 | 2018 | 2019 | 2020 | QTR 1 2021 | QTR 2 2021 | QTR 3 2021 | QTR 4 2021 |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------------|-------------------|-------------------|-------------------|
| Appointment/Hire | 1 | 0 | 0 | 0 | 0 | 1 | | | |
| Assignment of Duties | 1 | 0 | 0 | 0 | 10 | 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 | | | |
| Reprimand | 0 | 1 | 0 | 0 | 3 | 1 | | | |
| Suspension | 1 | 0 | 0 | 0 | 1 | 0 | | | |
| Removal | 0 | 0 | 1 | 0 | 0 | 0 | | | |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Evaluation Appraisal | 0 | 0 | 0 | 1 | 6 | 0 | | | |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Harassment | | | | | | | | | |
| Non-Sexual | 1 | 2 | 3 | 1 | 10 | 2 | | | |
| Sexual | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Pay (Incl. Overtime) | 0 | 0 | 0 | 0 | 3 | 2 | | | |
| Promotion/ Non-Selection | 0 | 0 | 3 | 1 | 3 | 2 | | | |
| Reassignment | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | | | |

| Complaints By Issue | 2016 | 2017 | 2018 | 2019 | 2020 | QTR 1 2021 | QTR 2 2021 | QTR 3 2021 | QTR 4 2021 |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------------|-------------------|-------------------|-------------------|
| Reasonable Accommodation | 0 | 1 | 0 | 0 | 1 | 1 | | | |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Termination | 0 | 0 | 1 | 0 | 1 | 1 | | | |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 2 | 0 | | | |
| Time and Attendance | 0 | 0 | 0 | 0 | 4 | 1 | | | |
| Training | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | | | |

| Complaints by Agency | 2016 | 2017 | 2018 | 2019 | 2020 | QTR 1 2020 | QTR 2 2020 | QTR 3 2020 | QTR 4 2020 |
|--|-------------|-------------|-------------|-------------|-------------|-------------------|-------------------|-------------------|-------------------|
| Total Complaints Dismissed | 2 | 2 | 2 | 1 | 0 | 0 | | | |
| Average day pending prior to dismissal | 351 | 309 | 131 | 343 | 0 | 0 | | | |
| Total Complaints Withdrawn by Complainants | 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.**