

Defense Health Agency



NO FEAR REPORT (Previous 6 Years)

**Equal Employment Opportunity Data Posted Pursuant to
Title III of the Notification and Federal Employee
Antidiscrimination and Retaliation Act of 2002 (No
FEAR Act), Pub. L. 107-174**

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Complaint Activity	Comparative Data - Previous Fiscal Year Data					
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Number of Complaints Filed	70	53	0	0	30	42
Number of Complainants	61	53	0	0	18	44
Repeat Filers	16	0	0	0	12	7
Complaints by Basis	Comparative Data - Previous Fiscal Year Data					
<small>Note: Complaints can be filed alleging multiple issues. The sum of the basis may not equal total complaints filed.</small>	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Complaints by Basis	205	199	0	0	111	113
Race	38	38	0	0	24	20
Color	22	23	0	0	18	14
Religion	7	4	0	0	2	5
Reprisal	30	30	0	0	15	19
Sex	37	36	0	0	20	19
National Origin	9	16	0	0	6	6
Equal Pay Act	0	0	0	0	0	0
Age	32	25	0	0	9	14
Disability	30	27	0	0	17	14
Genetic Information	0	0	0	0	0	1
Non-EEO basis	0	0	0	0	0	1
Complaints by Issue	Comparative Data - Previous Fiscal Year Data					
<small>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</small>	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Complaints by Issue	131	95	0	0	134	88
Appointment/Hire	0	0	0	0	0	0

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and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Assignment of Duties	7	10	0	0	9	2
Awards	0	4	0	0	0	1
Conversion to Full Time / Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	2	0	0	2	2
Disciplinary Action - Reprimand	1	0	0	0	0	3
Disciplinary Action - Removal	2	2	0	0	0	1
Disciplinary Action - Suspension	2	1	0	0	1	0
Disciplinary Action - Other	7	0	0	0	8	3
Duty Hours	3	1	0	0	7	2
Performance Evaluation / Appraisal	5	11	0	0	10	4
Examination / Test	0	0	0	0	0	0
Harassment - Non-Sexual	54	32	0	0	46	20
Harassment - Sexual	1	2	0	0	2	2
Medical Examination	0	0	0	0	0	2
Pay (Including Overtime)	3	3	0	0	6	1
Promotion/Non-Selection	3	9	0	0	4	2
Reassignment (Denied)	2	0	0	0	0	0
Reassignment (Directed)	0	0	0	0	3	0
Reasonable Accommodation (Disability)	15	5	0	0	9	8
Reasonable Accommodation (Religious)	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0

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Retirement	0	0	0	0	0	0
Sex-Sterotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	3
Termination	11	8	0	0	12	6
Terms/Conditions of Employment	0	0	0	0	2	14
Time and Attendance	15	4	0	0	12	2
Training	0	1	0	0	1	3
Other	0	0	0	0	0	7
Processing Time	Comparative Data - Previous Fiscal Year Data					
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Complaints pending (<i>for any length of time</i>) during fiscal year	0	0	0	0	20	70
Average number of days in investigation stage	144.56	245.11	0	0	138.2	508.5
Average number of days in final action stage	347.18	869	0	0	138.2	508.5
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was requested	0	0	0	0	38	1
Average number of days in investigation stage	760.79	752.92	0	0	708.5	508.5
Average number of days in final action stage	347.18	869	0	0	708.5	171.5
Complaints pending (<i>for any length of time</i>) during fiscal year where hearing was not requested	0	0	0	0	18	27
Average number of days in investigation stage	144.56	245.11	0	0	515.06	294.5
Average number of days in final action stage	347.18	869	0	0	515.06	171.5
Complaints Dismissed by Agency	Comparative Data - Previous Fiscal Year Data					
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Complaints Dismissed by Agency	19	20	0	0	1	0

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Average days pending prior to dismissal	61.74	77.95	0	0	942	0						
Complaints Withdrawn by Complainants												
Total complaints Withdrawn by Complainants	0	1	0	0	0	1						
Total Final Actions Finding Discrimination	Comparative Data - Previous Fiscal Year Data											
	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	1	100.00%	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0		0	0	0	0	0	0	1	100.00%	0	0
Findings of Discrimination Rendered by Basis	Comparative Data - Previous Fiscal Year Data											
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</small>	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Total of Discrimination Rendered by Basis	0	0	0	0	0	0	0	0	1	100.00%	0	0
Race	0	0	0	0	0	0	0	0	1	100.00%	0	0
Color	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Religion	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Reprisal	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Sex	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Pregnancy	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
National Origin	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Equal Pay Act	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Age	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Disability	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%

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Genetic Information	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Non-EEO basis	0	0	0	0	0	0	0	0	0	0.00%	0	0.00%
Findings After Hearing	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
Total Findings After Hearing	0	0	0	0	0	0	0	0	1	100.00%	0	0
Race	0	0	0	0	0	0	0	0	1	100.00%	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	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
Pregnancy	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
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO basis	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
Total Findings Without Hearing	0	0	0	0	0	0	0	0	1	100.00%	0	0
Race	0	0	0	0	0	0	0	0	1	100.00%	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0

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Sex	0	0	0	0	0	0	0	0	0	0	0	0
Pregnancy	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
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO basis	0	0	0	0	0	0	0	0	0	0	0	0

Comparative Data - Previous Fiscal Year Data

Findings of Discrimination Rendered by Issue	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	#	%	#	%	#	%	#	%	#	%	#	%
	Total Findings of Discrimination Rendered by Issue	0	0	0	0	0	0	0	0	1	100.00%	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
Disciplinary Action - Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action - 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

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Performance Evaluation / 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	1	100.00%	0	0
Harassment - 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
Reassignment (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
Reasonable Accommodation (Religious)	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
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Sterotyping	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
Total Findings After Hearing	0	0	0	0	0	0	0	0	1	100.00%	0	0

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data - Previous Fiscal Year Data											
	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Total complaints from previous Fiscal Years	56	100.00%	68	100.00%	0	0	0	0	0	0	10	100.00%
Total Complainants	50	100.00%	61	100.00%	0	0	0	0	28	100.00%	17	100.00%
Number complaints pending	0											
Investigation	18	36.00%	18	29.51%	0	0	0	0	0	0	3	17.65%
Hearing	0	0	0	0	0	0	0	0	0	0	4	23.53%
Final Agency Action	11	22.00%	2	3.28%	0	0	0	0	1	3.57%	2	11.76%
Appeal with EEOC Office of Federal Operations	8	16.00%	14	22.95%	0	0	0	0	0	0	3	17.65%
Complaint Investigations	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Pending Completion Where Investigation Exceeds Required Time Frames	8	16.00%	8	13.11%	0	0	0	0	28	100.00%	1	5.88%