Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Defense Security Cooperation Agency (DSCA)

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 12-31
Number of Complaints Filed	<i>†</i>	0	2	1	1	1
Number of Complainants	†	0	2	1	1	1
Repeat Filers	†	0	0	0	0	0

Complaints by Basis*

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 12-31
Race	†	0	1	0	0	1
Color	<i>†</i>	0	0	0	0	1
Religion	<i>†</i>	0	0	0	0	1
Reprisal	<i>†</i>	0	0	1	0	0
Sex	<i>†</i>	0	1	0	0	0
PDA	<i>†</i>	0	0	0	0	0
National Origin	<i>†</i>	0	0	0	1	1
Equal Pay Act	<i>†</i>	0	0	0	0	0
Age	<i>†</i>	0	0	0	0	0
Disability	†	0	1	0	1	0
Genetics	†	0	0	0	0	0
Non-EEO	†	0	0	0	0	0

Complaints by Issue*

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 12-31
Appointment/Hire	†	0	0	0	1	0
Assignment of Duties	†	0	0	0	0	0
Awards	†	0	0	0	0	0
Conversion to Full Time/Perm Status	†	0	0	0	0	0
Disciplinary Action	†	0	0	2	0	0
Demotion	†	0	0	0	0	0
Reprimand	†	0	0	1	0	0
Suspension	†	0	0	0	0	0
Removal	†	0	0	1	0	0
Other	†	0	0	0	0	0
Duty Hours	†	0	0	0	0	0
Perf. Eval./ Appraisal	†	0	0	0	0	0
Examination/Test	†	0	0	0	0	0
Harassment	†	0	1	0	0	0
Non-Sexual	†	0	1	0	0	0
Sexual	†	0	0	0	0	0
Medical Examination	†	0	0	0	0	0
Pay including overtime	†	0	0	0	0	0
Promotion/Non-Selection	†	0	1	0	0	0
Reassignment	†	0	1	0	0	0
Denied	†	0	0	0	0	0
Directed	†	0	1	0	0	0
Reasonable Accommodation Disability	†	0	1	0	0	0
Reinstatement	†	0	0	0	0	0
Religious Accommodation	†	0	0	0	0	0
Retirement	†	0	1	0	0	0
Sex-Stereotyping	†	0	0	0	0	0
Telework	†	0	0	0	0	0
Termination	†	0	0	0	0	1
Terms/Conditions of Employment	†	0	0	0	0	0
Time and Attendance	†	0	1	0	0	0
Training	†	0	0	0	0	0
Other	†	0	0	0	0	0
User Defined - Other 1	†	0	0	0	0	0
User Defined - Other 2	†	0	0	0	0	0
User Defined - Other 3	†	0	0	0	0	0
User Defined - Other 4	†	0	0	0	0	0

Processing Time

Complaints pending during Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 12-31
Average number of days in investigation	†	217.5	125	93	83	0
Average number of days in final action	†	0	564	0	0	0
Complaints pending during fiscal year where hearing was requested	†	217.5	564	0	0	0
Average number of days in investigation	†	217.5	0	0	0	0
Average number of days in final action	†	0	564	0	0	0
Complaints pending during fiscal year where hearing was not requested	†	0	0	212	83	0
Average number of days in investigation	†	0	0	93	83	0
Average number of days in final action	†	0	0	119	0	0

Complaints Dismissed by Agency

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 12-31
Total Complaints Dismissed by Agency	†	0	0	0	0	0
Average days pending prior to dismissal	<i>†</i>	0	0	0	0	0
Complaints Withdrawn by Complainants	2018	2019	2020	2021	2022	2023 Thru 12-31
Total Complaints Withdrawn by Complainants	<i>†</i>	0	0	0	0	0

Total Final Agency Actions Finding Discrimination

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
Total Number Findings	<i>†</i>		0		0		0		0		0	
Without Hearing	<i>†</i>	†	0	0	0	0	0	0	0	0	0	0
With Hearing	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis** Total Number Findings

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
Total Number Findings	†		0		0		0		0		0	
Race	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Color	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Religion	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reprisal	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Sex	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
PDA	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
National Origin	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Age	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Disability	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Genetics	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Non-EEO	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Findings After Hearing

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
Findings After Hearing	†		0		0		0		0		0	
Race	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Color	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Religion	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reprisal	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Sex	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
PDA	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
National Origin	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Age	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Disability	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Genetics	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Non-EEO	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
Findings Without Hearing	<i>†</i>		0		0		0		0		0	
Race	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Color	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Religion	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reprisal	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Sex	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
PDA	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
National Origin	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Age	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Disability	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Genetics	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Non-EEO	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue Total Number Findings

Total Number Finding	ngs										2022	2022
Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
Total Number Findings	†		0		0		0		0		0	
Appointment/Hire	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Awards	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Demotion	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reprimand	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Suspension	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Removal	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Other	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Duty Hours	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Examination/Test	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Harassment	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Non-Sexual	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Sexual	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Medical Examination	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Pay including overtime	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reassignment	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Denied	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Directed	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reinstatement	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Retirement	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Telework	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Termination	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Time and Attendance	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Training	†	†	0	0	0	0	0	0	0	0	0	0
Other - User Defined	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
User Defined - Other 1	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Findings After Hearing

Findings After Heari	ng	T	I	T						<u> </u>		
Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
Findings After Hearing	<i>†</i>		0		0		0		0		0	
Appointment/Hire	†	†	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Awards	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	†	†	0	0	0	0	0	0	0	0	0	0
Demotion	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reprimand	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Suspension	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Removal	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Other	†	†	0	0	0	0	0	0	0	0	0	0
Duty Hours	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Examination/Test	†	†	0	0	0	0	0	0	0	0	0	0
Harassment	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Non-Sexual	†	†	0	0	0	0	0	0	0	0	0	0
Sexual	†	†	0	0	0	0	0	0	0	0	0	0
Medical Examination	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Pay including overtime	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reassignment	†	†	0	0	0	0	0	0	0	0	0	0
Denied	†	†	0	0	0	0	0	0	0	0	0	0
Directed	†	†	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	<i>†</i>	†	0	0	0	0	0	0	0	0	0	0
Reinstatement	†	†	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Retirement	†	†	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	†	†	0	0	0	0	0	0	0	0	0	0
Telework	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Termination	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Time and Attendance	†	†	0	0	0	0	0	0	0	0	0	0
Training	†	†	0	0	0	0	0	0	0	0	0	0
Other - User Defined	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
User Defined - Other 2	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing

Findings Without He	earing										2023	2023
Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
Findings Without Hearing	<i>†</i>		0		0		0		0		0	
Appointment/Hire	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Awards	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Demotion	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reprimand	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Suspension	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Removal	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Other	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Duty Hours	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Examination/Test	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Harassment	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Non-Sexual	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Sexual	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Medical Examination	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Pay including overtime	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reassignment	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Denied	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Directed	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Reinstatement	†	†	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	†	†	0	0	0	0	0	0	0	0	0	0
Retirement	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	†	†	0	0	0	0	0	0	0	0	0	0
Telework	†	†	0	0	0	0	0	0	0	0	0	0
Termination	†	†	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	†	†	0	0	0	0	0	0	0	0	0	0
Time and Attendance	†	†	0	0	0	0	0	0	0	0	0	0
Training	†	†	0	0	0	0	0	0	0	0	0	0
Other - User Defined	†	†	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 12-31 (#)	2023 thru 12-31 (%)
User Defined - Other 2	†	<i>†</i>	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	†	†	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	<i>†</i>	<i>†</i>	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status

Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 12-31
Total complaints from previous Fiscal Years	<i>†</i>	4	3	2	1	1
Total Complainants	<i>†</i>	4	3	2	1	1
Number complaints pending	<i>†</i>	4	4	2	1	0
Investigation	<i>†</i>	0	1	0	1	0
ROI issued, pending Complainant's action	<i>†</i>	0	0	0	0	0
Hearing	<i>†</i>	3	2	2	0	0
Final Agency Action	<i>†</i>	0	0	0	1	0
Appeal with EEOC Office of Federal Operations	†	1	1	0	0	1

Complaint Investigations

Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 12-31
Pending Complaints Where Investigations Exceed Required Time Frames	<i>†</i>	0	0	0	0	0

[†]Washington Headquarters Services (WHS) provided Equal Employment Opportunity (EEO) services to DSCA during this Fiscal Year; therefore, data is unavailable.

^{*}Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

^{**} Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.