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TAB 2



Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex, (Permanent)/ FY 2014**

COMPONENT	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)												
		All	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races			
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
<b>TOTAL</b>	#	<b>5750</b>	<b>3645</b>	<b>2105</b>	<b>154</b>	<b>74</b>	<b>2452</b>	<b>1104</b>	<b>815</b>	<b>754</b>	<b>125</b>	<b>82</b>	<b>15</b>	<b>10</b>	<b>15</b>	<b>6</b>	<b>69</b>	<b>75</b>
	%	100.0%	63.4%	36.6%	2.7%	1.3%	42.6%	19.2%	14.2%	13.1%	2.2%	1.4%	0.3%	0.2%	0.3%	0.1%	1.2%	1.3%
<b>NCLF (2010)</b>		100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
DLSA	#	138	83	55	4	1	71	33	6	17	1	1	0	1	0	0	1	2
	%	100.0%	60.1%	39.9%	2.9%	0.7%	51.4%	23.9%	4.3%	12.3%	0.7%	0.7%	0.0%	0.7%	0.0%	0.0%	0.7%	1.4%
DPMO	#	274	188	86	8	3	131	38	8	8	22	19	8	3	1	0	10	15
	%	100.0%	68.6%	31.4%	2.9%	1.1%	47.8%	13.9%	2.9%	2.9%	8.0%	6.9%	2.9%	1.1%	0.4%	0.0%	3.6%	5.5%
DSCA	#	224	126	98	4	3	92	54	23	36	5	3	0	0	0	1	2	1
	%	100.0%	56.3%	43.8%	1.8%	1.3%	41.1%	24.1%	10.3%	16.1%	2.2%	1.3%	0.0%	0.0%	0.0%	0.4%	0.9%	0.4%
DTRMC	#	26	21	5	0	0	15	1	4	2	2	0	0	1	0	1	0	0
	%	100.0%	80.8%	19.2%	0.0%	0.0%	57.7%	3.8%	15.4%	7.7%	7.7%	0.0%	0.0%	3.8%	0.0%	3.8%	0.0%	0.0%
DTSA	#	123	82	41	6	2	57	21	6	14	12	2	0	0	0	0	1	2
	%	100.0%	66.7%	33.3%	4.9%	1.6%	46.3%	17.1%	4.9%	11.4%	9.8%	1.6%	0.0%	0.0%	0.0%	0.0%	0.8%	1.6%
OEA	#	38	16	22	0	0	10	16	5	6	1	0	0	0	0	0	0	0
	%	100.0%	42.1%	57.9%	0.0%	0.0%	26.3%	42.1%	13.2%	15.8%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OSD	#	1692	1065	627	33	13	898	445	83	116	30	30	1	2	5	1	15	20
	%	100.0%	62.9%	37.1%	2.0%	0.8%	53.1%	26.3%	4.9%	6.9%	1.8%	1.8%	0.1%	0.1%	0.3%	0.1%	0.9%	1.2%
PFPA	#	1163	961	202	68	14	519	74	330	106	14	0	4	1	5	0	21	7
	%	100.0%	82.6%	17.4%	5.8%	1.2%	44.6%	6.4%	28.4%	9.1%	1.2%	0.0%	0.3%	0.1%	0.4%	0.0%	1.8%	0.6%
USCAAF	#	31	19	12	0	0	15	7	3	3	0	2	0	0	0	0	1	0
	%	100.0%	61.3%	38.7%	0.0%	0.0%	48.4%	22.6%	9.7%	9.7%	0.0%	6.5%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%
WHS	#	2041	1084	957	31	38	644	415	347	446	38	25	2	2	4	3	18	28
	%	100.0%	53.1%	46.9%	1.5%	1.9%	31.6%	20.3%	17.0%	21.9%	1.9%	1.2%	0.1%	0.1%	0.2%	0.1%	0.9%	1.4%

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table A3-1: OCCUPATIONAL GROUPS - General Schedule (GS) Distribution by Race/Ethnicity and Sex, (Permanent)/ FY 2014**

Occupational Groups	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Total WorkForce</b>	#	6375	4130	2245	168	71	2907	1218	853	814	114	65	9	8	13	6	66	63
	%	100.0%	64.8%	35.2%	2.6%	1.1%	45.6%	19.1%	13.4%	12.8%	1.8%	1.0%	0.1%	0.1%	0.2%	0.1%	1.0%	1.0%
<b>NCLF% (2010)</b>		100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.79%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
<b>Officials and Managers</b> Senior Level (Grades 15 and above)	#	391	262	129	7	4	222	101	24	16	6	6	0	1	1	0	2	1
	%	100.0%	67.0%	33.0%	1.8%	1.0%	56.8%	25.8%	6.1%	4.1%	1.5%	1.5%	0.0%	0.3%	0.3%	0.0%	0.5%	0.3%
Mid-Level (Grades 13-14)	#	289	178	111	5	4	108	53	59	49	3	1	1	2	2	0	0	2
	%	100.0%	61.6%	38.4%	1.7%	1.4%	37.4%	18.3%	20.4%	17.0%	1.0%	0.3%	0.3%	0.7%	0.7%	0.0%	0.0%	0.7%
12 and Below	#	52	37	15	2	1	21	4	10	5	1	1	2	2	0	0	1	2
	%	100.0%	71.2%	28.8%	3.8%	1.9%	40.4%	7.7%	19.2%	9.6%	1.9%	1.9%	3.8%	3.8%	0.0%	0.0%	1.9%	3.8%
Other	#	2701	1472	1229	48	40	771	555	258	457	44	35	1	2	5	5	29	43
	%	100.0%	54.5%	45.5%	1.8%	1.5%	28.5%	20.5%	9.6%	16.9%	1.6%	1.3%	0.0%	0.1%	0.2%	0.2%	1.1%	1.6%
<b>Total Officials and Mgrs</b>	#	3025	1633	1392	62	49	1122	713	351	527	54	43	4	7	8	5	32	48
	%	100.0%	54.0%	46.0%	2.0%	1.6%	37.1%	23.6%	11.6%	17.4%	1.8%	1.4%	0.1%	0.2%	0.3%	0.2%	1.1%	1.6%
<b>Professionals</b>	#	1420	942	478	30	14	752	318	85	99	54	26	6	3	2	1	13	17
	%	100.0%	66.3%	33.7%	2.1%	1.0%	53.0%	22.4%	6.0%	7.0%	3.8%	1.8%	0.4%	0.2%	0.1%	0.1%	0.9%	1.2%
<b>Technicians</b>	#	74	64	10	4	1	43	6	13	1	0	0	1	0	0	0	3	2
	%	100.0%	86.5%	13.5%	5.4%	1.4%	58.1%	8.1%	17.6%	1.4%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	4.1%	2.7%
<b>Sales Workers</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Administrative Support Workers</b>	#	219	87	132	5	2	36	40	42	74	1	12	0	0	0	0	3	4
	%	100.0%	39.7%	60.3%	2.3%	0.9%	16.4%	18.3%	19.2%	33.8%	0.5%	5.5%	0.0%	0.0%	0.0%	0.0%	1.4%	1.8%
<b>Craft Workers</b>	#	158	156	2	3	0	89	1	54	1	6	0	1	0	2	0	1	0
	%	100.0%	98.7%	1.3%	1.9%	0.0%	56.3%	0.6%	34.2%	0.6%	3.8%	0.0%	0.6%	0.0%	1.3%	0.0%	0.6%	0.0%
<b>Operatives</b>	#	41	39	2	0	0	19	0	18	1	2	1	0	0	0	0	0	0
	%	100.0%	95.1%	4.9%	0.0%	0.0%	46.3%	0.0%	43.9%	2.4%	4.9%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Laborers</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Service Workers</b>	#	813	724	89	50	8	391	26	252	51	8	0	3	0	3	0	17	4
	%	100.0%	89.1%	10.9%	6.2%	1.0%	48.1%	3.2%	31.0%	6.3%	1.0%	0.0%	0.4%	0.0%	0.4%	0.0%	2.1%	0.5%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)/ 2015

GS/GM, SES, and Related Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade- 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade- 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade- 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade- 04	#	3	2	1	0	0	1	0	0	0	0	2	0	0	0	0	0	0
	%	100%	66.7%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	31	15	16	0	0	7	2	6	11	0	3	0	0	1	0	1	0
	%	100%	48.4%	51.6%	0.0%	0.0%	22.6%	6.5%	19.4%	35.5%	0.0%	9.7%	0.0%	0.0%	3.2%	0.0%	3.2%	0.0%
Grade 06	#	32	17	15	0	0	13	5	4	8	0	1	0	0	0	0	0	1
	%	100%	53.1%	46.9%	0.0%	0.0%	40.6%	15.6%	12.5%	25.0%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%
Grade 07	#	151	81	70	7	3	50	22	21	39	0	2	0	0	0	0	3	4
	%	100%	53.6%	46.4%	4.6%	2.0%	33.1%	14.6%	13.9%	25.8%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	2.0%	2.6%
Grade 08	#	44	13	31	0	0	7	9	6	19	0	1	0	0	0	0	0	2
	%	100%	29.5%	70.5%	0.0%	0.0%	15.9%	20.5%	13.6%	43.2%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%
Grade 09	#	194	82	112	3	4	38	49	29	49	5	6	1	0	0	0	6	4
	%	100%	42.3%	57.7%	1.5%	2.1%	19.6%	25.3%	14.9%	25.3%	2.6%	3.1%	0.5%	0.0%	0.0%	0.0%	3.1%	2.1%
Grade 10	#	6	3	3	0	0	3	2	0	0	0	0	0	0	0	0	0	1
	%	100%	50.0%	50.0%	0.0%	0.0%	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%
Grade 11	#	293	159	134	5	7	91	54	44	55	13	11	1	0	0	1	5	6
	%	100%	54.3%	45.7%	1.7%	2.4%	31.1%	18.4%	15.0%	18.8%	4.4%	3.8%	0.3%	0.0%	0.0%	0.3%	1.7%	2.0%
Grade 12	#	739	347	392	15	12	194	167	103	183	18	12	4	4	0	0	13	14
	%	100%	47.0%	53.0%	2.0%	1.6%	26.3%	22.6%	13.9%	24.8%	2.4%	1.6%	0.5%	0.5%	0.0%	0.0%	1.8%	1.9%
Grade 13	#	746	370	376	16	12	221	175	105	162	15	12	3	2	4	2	6	11
	%	100%	49.6%	50.4%	2.1%	1.6%	29.6%	23.5%	14.1%	21.7%	2.0%	1.6%	0.4%	0.3%	0.5%	0.3%	0.8%	1.5%
Grade 14	#	716	420	296	13	12	294	165	85	102	21	6	1	0	0	1	6	10
	%	100%	58.7%	41.3%	1.8%	1.7%	41.1%	23.0%	11.9%	14.2%	2.9%	0.8%	0.1%	0.0%	0.0%	0.1%	0.8%	1.4%
Grade 15	#	1174	824	350	29	11	695	254	66	46	24	16	1	3	3	2	6	18
	%	100%	70.2%	29.8%	2.5%	0.9%	59.2%	21.6%	5.6%	3.9%	2.0%	1.4%	0.1%	0.3%	0.3%	0.2%	0.5%	1.5%
All Other	#	1881	1423	458	70	21	1015	305	275	102	25	14	3	1	7	0	28	15
	%	100%	75.7%	24.3%	3.7%	1.1%	54.0%	16.2%	14.6%	5.4%	1.3%	0.7%	0.2%	0.1%	0.4%	0.0%	1.5%	0.8%
Senior Exec. Service	#	271	183	88	5	0	160	76	10	6	5	6	0	0	2	0	1	0
	%	100%	67.5%	32.5%	1.8%	0.0%	59.0%	28.0%	3.7%	2.2%	1.8%	2.2%	0.0%	0.0%	0.7%	0.0%	0.4%	0.0%
Total	#	6281	3938	2343	163	82	2789	1285	754	782	126	92	14	10	17	6	75	86
	%	100%	62.7%	37.3%	2.6%	1.3%	44.4%	20.5%	12.0%	12.5%	2.0%	1.5%	0.2%	0.2%	0.3%	0.1%	1.2%	1.4%

Ratios are computed across rows.

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary)/ FY 2010

GS/GM, SES, and Related Grades		RACE/ETHNICITY (Non-Hispanic or Latino)																
		Total Employees			Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
	%	100%	33.3%	66.7%	0.0%	0.0%	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	7	4	3	0	1	3	0	0	1	0	0	0	0	0	0	1	1
	%	100%	57.1%	42.9%	0.0%	14.3%	42.9%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%
Grade 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 07	#	4	2	2	0	0	1	1	0	1	0	0	0	0	0	0	1	0
	%	100%	50.0%	50.0%	0.0%	0.0%	25.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%
Grade 08	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 09	#	19	10	9	3	0	5	7	0	2	1	0	0	0	0	0	1	0
	%	100%	52.6%	47.4%	15.8%	0.0%	26.3%	36.8%	0.0%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%
Grade 10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 11	#	36	19	17	1	0	8	7	7	6	1	2	0	0	1	0	1	2
	%	100%	52.8%	47.2%	2.8%	0.0%	22.2%	19.4%	19.4%	16.7%	2.8%	5.6%	0.0%	0.0%	2.8%	0.0%	2.8%	5.6%
Grade 12	#	75	39	36	3	2	28	18	6	10	2	2	0	0	0	0	0	4
	%	100%	52.0%	48.0%	4.0%	2.7%	37.3%	24.0%	8.0%	13.3%	2.7%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%
Grade 13	#	41	22	19	0	3	14	9	5	4	0	2	0	0	1	0	2	1
	%	100%	53.7%	46.3%	0.0%	7.3%	34.1%	22.0%	12.2%	9.8%	0.0%	4.9%	0.0%	0.0%	2.4%	0.0%	4.9%	2.4%
Grade 14	#	59	34	25	1	1	31	21	1	2	1	1	0	0	0	0	0	0
	%	100%	57.6%	42.4%	1.7%	1.7%	52.5%	35.6%	1.7%	3.4%	1.7%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	88	53	35	0	1	48	30	2	2	2	1	0	0	1	0	0	1
	%	100%	60.2%	39.8%	0.0%	1.1%	54.5%	34.1%	2.3%	2.3%	2.3%	1.1%	0.0%	0.0%	1.1%	0.0%	0.0%	1.1%
All Other	#	417	321	96	4	0	304	87	9	5	2	2	0	0	1	0	1	2
	%	100%	77.0%	23.0%	1.0%	0.0%	72.9%	20.9%	2.2%	1.2%	0.5%	0.5%	0.0%	0.0%	0.2%	0.0%	0.2%	0.5%
Senior Exec. Service	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	756	510	246	12	8	448	183	30	34	9	10	0	0	4	0	7	11
	%	100.0%	67.5%	32.5%	1.6%	1.1%	59.3%	24.2%	4.0%	4.5%	1.2%	1.3%	0.0%	0.0%	0.5%	0.0%	0.9%	1.5%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)/ FY 2015

GS/GM, SES, and Related Grades	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	3	1	2	0	0	1	0	0	0	2	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	31	15	16	0	0	7	2	6	11	0	3	0	0	1	0	1	0
	%	0.5%	0.4%	0.7%	0.0%	0.0%	0.3%	0.2%	0.8%	1.4%	0.0%	3.3%	0.0%	0.0%	5.9%	0.0%	1.3%	0.0%
Grade 06	#	32	17	15	0	0	13	5	4	8	0	1	0	0	0	0	0	1
	%	0.5%	0.4%	0.6%	0.0%	0.0%	0.5%	0.4%	0.5%	1.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Grade 07	#	151	81	70	7	3	50	22	21	39	0	2	0	0	0	0	3	4
	%	2.4%	2.1%	3.0%	4.3%	3.7%	1.8%	1.7%	2.8%	5.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	4.0%	4.7%
Grade 08	#	44	13	31	0	0	7	9	6	19	0	1	0	0	0	0	0	2
	%	0.7%	0.3%	1.3%	0.0%	0.0%	0.3%	0.7%	0.8%	2.4%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%
Grade 09	#	194	82	112	3	4	38	49	29	49	5	6	1	0	0	0	6	4
	%	3.1%	2.1%	4.8%	1.8%	4.9%	1.4%	3.8%	3.8%	6.3%	4.0%	6.5%	7.1%	0.0%	0.0%	0.0%	8.0%	4.7%
Grade 10	#	6	3	3	0	0	3	2	0	0	0	0	0	0	0	0	0	1
	%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%
Grade 11	#	293	159	134	5	7	91	54	44	55	13	11	1	0	0	1	5	6
	%	4.7%	4.0%	5.7%	3.1%	8.5%	3.3%	4.2%	5.8%	7.0%	10.3%	12.0%	7.1%	0.0%	0.0%	16.7%	6.7%	7.0%
Grade 12	#	739	347	392	15	12	194	167	103	183	18	12	4	4	0	0	13	14
	%	11.8%	8.8%	16.7%	9.2%	14.6%	7.0%	13.0%	13.7%	23.4%	14.3%	13.0%	28.6%	40.0%	0.0%	0.0%	17.3%	16.3%
Grade 13	#	746	370	376	16	12	221	175	105	162	15	12	3	2	4	2	6	11
	%	11.9%	9.4%	16.0%	9.8%	14.6%	7.9%	13.6%	13.9%	20.7%	11.9%	13.0%	21.4%	20.0%	23.5%	33.3%	8.0%	12.8%
Grade 14	#	716	420	296	13	12	294	165	85	102	21	6	1	0	0	1	6	10
	%	11.4%	10.7%	12.6%	8.0%	14.6%	10.5%	12.8%	11.3%	13.0%	16.7%	6.5%	7.1%	0.0%	0.0%	16.7%	8.0%	11.6%
Grade 15	#	1174	824	350	29	11	695	254	66	46	24	16	1	3	3	2	6	18
	%	18.7%	20.9%	14.9%	17.8%	13.4%	24.9%	19.8%	8.8%	5.9%	19.0%	17.4%	7.1%	30.0%	17.6%	33.3%	8.0%	20.9%
All Others	#	1881	1423	458	70	21	1015	305	275	102	25	14	3	1	7	0	28	15
	%	29.9%	36.1%	19.5%	42.9%	25.6%	36.4%	23.7%	36.5%	13.0%	19.8%	15.2%	21.4%	10.0%	41.2%	0.0%	37.3%	17.4%
SES	#	271	183	88	5	0	160	76	10	6	5	6	0	0	2	0	1	0
	%	4.3%	4.6%	3.8%	3.1%	0.0%	5.7%	5.9%	1.3%	0.8%	4.0%	6.5%	0.0%	0.0%	11.8%	0.0%	1.3%	0.0%
TOTAL	#	6281	3938	2343	163	82	2789	1285	754	782	126	92	14	10	17	6	75	86
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Ratios are computed down the columns

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary)/ FY 2014

GS/GM, SES, and Related Grades	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
	#	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Male	Female	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			Male
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.1%	0.0%	0.4%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
	%	0.4%	0.2%	0.8%	0.0%	0.0%	0.2%	0.5%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	7	4	3	0	1	3	0	0	1	0	0	0	0	0	0	1	1
	%	0.9%	0.8%	1.2%	0.0%	12.5%	0.7%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	9.1%
Grade 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 07	#	4	2	2	0	0	1	1	0	1	0	0	0	0	0	0	1	0
	%	0.5%	0.4%	0.8%	0.0%	0.0%	0.2%	0.5%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%
Grade 08	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.1%	0.0%	0.4%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 09	#	19	10	9	3	0	5	7	0	2	1	0	0	0	0	0	1	0
	%	2.5%	2.0%	3.7%	25.0%	0.0%	1.1%	3.8%	0.0%	5.9%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%
Grade 10	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 11	#	36	19	17	1	0	8	7	7	6	1	2	0	0	1	0	1	2
	%	4.8%	3.7%	6.9%	8.3%	0.0%	1.8%	3.8%	23.3%	17.6%	11.1%	20.0%	0.0%	0.0%	25.0%	0.0%	14.3%	18.2%
Grade 12	#	75	39	36	3	2	28	18	6	10	2	2	0	0	0	0	0	4
	%	9.9%	7.6%	14.6%	25.0%	25.0%	6.3%	9.8%	20.0%	29.4%	22.2%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%
Grade 13	#	41	22	19	0	3	14	9	5	4	0	2	0	0	1	0	2	1
	%	5.4%	4.3%	7.7%	0.0%	37.5%	3.1%	4.9%	16.7%	11.8%	0.0%	20.0%	0.0%	0.0%	25.0%	0.0%	28.6%	9.1%
Grade 14	#	59	34	25	1	1	31	21	1	2	1	1	0	0	0	0	0	0
	%	7.8%	6.7%	10.2%	8.3%	12.5%	6.9%	11.5%	3.3%	5.9%	11.1%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	88	53	35	0	1	48	30	2	2	2	1	0	0	1	0	0	1
	%	11.6%	10.4%	14.2%	0.0%	12.5%	10.7%	16.4%	6.7%	5.9%	22.2%	10.0%	0.0%	0.0%	25.0%	0.0%	0.0%	9.1%
All Others	#	417	321	96	4	0	304	87	9	5	2	2	0	0	1	0	1	2
	%	55.2%	62.9%	39.0%	33.3%	0.0%	67.9%	47.5%	30.0%	14.7%	22.2%	20.0%	0.0%	0.0%	25.0%	0.0%	14.3%	18.2%
SES	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.5%	0.8%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	756	510	246	12	8	448	183	30	34	9	10	0	0	4	0	7	11
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%

Ratios are computed down the columns

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table A5-1: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Permanent)/ FY 2014**

WG/WS/WL and Related Grades		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 06	#	13	9	4	0	0	1	1	8	3	0	0	0	0	0	0	0	0
	%	100.0%	69.2%	30.8%	0.0%	0.0%	7.7%	7.7%	61.5%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 07	#	18	17	1	0	0	2	0	15	1	0	0	0	0	0	0	0	0
	%	100.0%	94.4%	5.6%	0.0%	0.0%	11.1%	0.0%	83.3%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 08	#	10	10	0	0	0	3	0	6	0	0	0	0	0	1	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	30.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%
Grade 09	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 10	#	95	92	3	2	0	41	1	43	2	4	0	1	0	0	0	1	0
	%	100.0%	96.8%	3.2%	2.1%	0.0%	43.2%	1.1%	45.3%	2.1%	4.2%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%
Grade 11	#	67	67	0	0	0	54	0	10	0	3	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	80.6%	0.0%	14.9%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 12	#	14	14	0	1	0	7	0	5	0	1	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	7.1%	0.0%	50.0%	0.0%	35.7%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Grade 14	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All other WG	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>	#	225	217	8	3	0	111	2	91	6	8	0	1	0	2	0	1	0
	%	100.0%	96.4%	3.6%	1.3%	0.0%	49.3%	0.9%	40.4%	2.7%	3.6%	0.0%	0.4%	0.0%	0.9%	0.0%	0.4%	0.0%



No Temporary WG employees.

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table A6-1(A): PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Permanent)/ FY 2015**

Job Title/Series	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian Or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Security Administration (0080)	#	811	361	450	12	13	201	202	126	212	12	6	1	2	1	1	8	14
	%	100.0%	44.5%	55.5%	1.5%	1.6%	24.8%	24.9%	15.5%	26.1%	1.5%	0.7%	0.1%	0.2%	0.1%	0.1%	1.0%	1.7%
Occupational NCLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Police (0083)	#	723	646	77	50	8	336	22	232	43	7	0	3	0	3	0	15	4
	%	100.0%	89.3%	10.7%	6.9%	1.1%	46.5%	3.0%	32.1%	5.9%	1.0%	0.0%	0.4%	0.0%	0.4%	0.0%	2.1%	0.6%
Occupational NCLF		100%	86.90%	13.10%	7.40%	1.30%	67.60%	8.40%	8.80%	2.90%	1.10%	0.10%	0	0.70%	0.10%	1.30%	0.20%	
Foreign Affairs (0130)	#	238	145	93	3	0	131	80	3	4	7	5	0	0	0	0	1	4
	%	100.0%	60.9%	39.1%	1.3%	0.0%	55.0%	33.6%	1.3%	1.7%	2.9%	2.1%	0.0%	0.0%	0.0%	0.0%	0.4%	1.7%
Occupational NCLF		100%	50.10%	49.90%	1.90%	2.20%	42.00%	40.40%	2.40%	3.80%	2.00%	2.10%	0.10%	0.00%	0.60%	0.50%	1.10%	0.90%
Misc Admin & Program (0301)	#	793	484	309	18	8	349	179	81	96	22	11	1	2	4	1	9	12
	%	100.0%	61.0%	39.0%	2.3%	1.0%	44.0%	22.6%	10.2%	12.1%	2.8%	1.4%	0.1%	0.3%	0.5%	0.1%	1.1%	1.5%
Occupational NCLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Mgmt. & Program Analysis (0343)	#	623	340	283	11	13	262	163	49	90	9	5	0	1	2	2	7	9
	%	100.0%	54.6%	45.4%	1.8%	2.1%	42.1%	26.2%	7.9%	14.4%	1.4%	0.8%	0.0%	0.2%	0.3%	0.3%	1.1%	1.4%
Occupational NCLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
General Attorney (0905)	#	193	133	60	5	1	122	52	3	4	1	1	0	1	0	0	2	1
	%	100.0%	68.9%	31.1%	2.6%	0.5%	63.2%	26.9%	1.6%	2.1%	0.5%	0.5%	0.0%	0.5%	0.0%	0.0%	1.0%	0.5%
Occupational NCLF		100%	71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.60%	0.40%
Information Technology Mgmt. (2210)	#	220	148	72	3	2	87	42	33	15	14	8	4	1	1	0	6	4
	%	100.0%	67.3%	32.7%	1.4%	0.9%	39.5%	19.1%	15.0%	6.8%	6.4%	3.6%	1.8%	0.5%	0.5%	0.0%	2.7%	1.8%
Occupational NCLF		100%	66.60%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.10%	0.40%

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table A6-1(B): PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Temporary)/ FY 2015**

Job Title/Series	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian Or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Security Administration (0080)	#	17	11	6	1	0	5	3	2	2	0	0	0	0	1	0	2	1
	%	100.0%	64.7%	35.3%	5.9%	0.0%	29.4%	17.6%	11.8%	11.8%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	11.8%	5.9%
Occupational NCLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Police (0083)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational NCLF		100%	87.00%	13.10%	7.40%	1.30%	67.60%	8.40%	8.80%	2.90%	1.10%	0.10%	0.10%	0.70%	0.10%	1.30%	0.20%	
Foreign Affairs (0130)	#	11	4	7	0	0	4	7	0	0	0	0	0	0	0	0	0	0
	%	100.0%	36.4%	63.6%	0.0%	0.0%	36.4%	63.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational NCLF		100%	50.10%	49.90%	1.90%	2.20%	42.00%	40.40%	2.40%	3.80%	2.00%	2.10%	0.10%	0.00%	0.60%	0.50%	1.10%	0.90%
Misc Admin & Program (0301)	#	521	373	148	7	6	337	112	17	20	9	6	0	0	3	0	0	4
	%	100.0%	71.6%	28.4%	1.3%	1.2%	64.7%	21.5%	3.3%	3.8%	1.7%	1.2%	0.0%	0.0%	0.6%	0.0%	0.0%	0.8%
Occupational NCLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
Mgmt. & Program Analysis (0343)	#	19	10	9	0	0	6	1	3	5	0	2	0	0	0	0	1	1
	%	100.0%	52.6%	47.4%	0.0%	0.0%	31.6%	5.3%	15.8%	26.3%	0.0%	10.5%	0.0%	0.0%	0.0%	0.0%	5.3%	5.3%
Occupational NCLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
General Attorney (0905)	#	95	60	35	0	1	58	33	2	0	0	0	0	0	0	0	0	1
	%	100.0%	63.2%	36.8%	0.0%	1.1%	61.1%	34.7%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Occupational NCLF		100%	71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.60%	0.40%
Technology Mgmt. (2210)	#	10	9	1	0	0	7	0	2	0	0	1	0	0	0	0	0	0
	%	100.0%	90.0%	10.0%	0.0%	0.0%	70.0%	0.0%	20.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational NCLF		100%	66.60%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.10%	0.40%

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table A7: Applicants and Hires for Major Occupations Distribution by Race/Ethnicity and Sex, FY 2015**

Major Occupations	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Job Title/Series: 0080</b>																		
<b>Total Received</b>	#	2259	0	0														
<b>Voluntarily Identified</b>	#	1960	1236	724	23	7	542	216	380	367	46	16	1	0	15	3	229	115
	%	100%	63.1%	36.9%	1.17%	0.36%	27.65%	11.02%	19.39%	18.72%	2.35%	0.82%	0.05%	0.00%	0.77%	0.15%	11.68%	5.87%
<b>Qualified of those Identified</b>	#	862	506	356	17	4	204	92	162	200	22	8	1	0	7	0	93	52
	%	100%	58.7%	41.3%	1.97%	0.46%	23.67%	10.67%	18.79%	23.20%	2.55%	0.93%	0.12%	0.00%	0.81%	0.00%	10.79%	6.03%
<b>Selected of those Identified</b>	#	77	42	35	3	0	26	11	11	19	2	1	0	0	0	0	0	4
	%	100%	54.5%	45.5%	3.90%	0.00%	33.77%	14.29%	14.29%	24.68%	2.60%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	5.19%
<b>Occupational CLF</b>		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
<b>Job Title/Series: 0083</b>																		
<b>Total Received</b>	#	199	0	0														
<b>Voluntarily Identified</b>	#	174	149	25	4	0	62	3	42	8	15	3	0	0	2	0	24	11
	%	100%	85.6%	14.4%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Qualified of those Identified</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Selected of those Identified</b>	#	32	32	0	7	0	18	0	6	0	0	0	0	0	0	0	1	0
	%	100%	100.0%	0.0%	21.88%	0.00%	56.25%	0.00%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.13%	0.00%
<b>Occupational CLF</b>		100%	87.00%	13.10%	7.40%	1.30%	67.60%	8.40%	8.80%	2.90%	1.10%	0.10%	0.10%	0.00%	0.70%	0.10%	1.30%	0.20%
<b>Job Title/Series: 0130</b>																		
<b>Total Received</b>	#	0	0	0														
<b>Voluntarily Identified</b>	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Qualified of those Identified</b>	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Selected of those Identified</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Occupational CLF</b>		100%	50.10%	49.90%	1.90%	2.20%	42.00%	40.40%	2.40%	3.80%	2.00%	2.10%	0.10%	0.00%	0.60%	0.50%	1.10%	0.90%
<b>Job Title/Series: 0301</b>																		
<b>Total Received</b>	#	4752	0	0														
<b>Voluntarily Identified</b>	#	4104	2026	2078	28	52	965	573	622	1011	90	73	5	3	11	3	305	363
	%	100%	49.4%	50.6%	0.68%	1.27%	23.51%	13.96%	15.16%	24.63%	2.19%	1.78%	0.12%	0.07%	0.27%	0.07%	7.43%	8.85%
<b>Qualified of those Identified</b>	#	2896	1317	1579	23	42	620	443	406	736	68	59	5	2	7	3	188	294
	%	100%	45.5%	54.5%	0.79%	1.45%	21.41%	15.30%	14.02%	25.41%	2.35%	2.04%	0.17%	0.07%	0.24%	0.10%	6.49%	10.15%



**Table A7 (cont.): FY15 APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex  
(Permanent)**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Job Title/Series: 0301</b>																		
Selected of those Identified	#	141	91	50	1	1	65	27	8	6	12	5	1	1	1	0	3	10
	%	100%	64.5%	35.5%	0.71%	0.71%	46.10%	19.15%	5.67%	4.26%	8.51%	3.55%	0.71%	0.71%	0.71%	0.00%	2.13%	7.09%
Occupational CLF		100%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
<b>Job Title/Series: 0343</b>																		
Total Received	#	4219	0	0														
Voluntarily Identified	#	3785	1924	1861	29	33	696	436	664	965	147	95	0	0	7	1	381	331
	%	100%	50.8%	49.2%	0.77%	0.87%	18.39%	11.52%	17.54%	25.50%	3.88%	2.51%	0.00%	0.00%	0.18%	0.03%	10.07%	8.75%
Qualified of those Id	#	2751	1274	1477	22	30	472	333	448	766	105	83	0	0	4	1	223	264
	%	100%	46.3%	53.7%	0.80%	1.09%	17.16%	12.10%	16.28%	27.84%	3.82%	3.02%	0.00%	0.00%	0.15%	0.04%	8.11%	9.60%
Selected of those Id	#	54	31	23	1	2	24	12	5	6	1	1	0	1	0	1	0	0
	%	100%	57.4%	42.6%	1.85%	3.70%	44.44%	22.22%	9.26%	11.11%	1.85%	1.85%	0.00%	1.85%	0.00%	1.85%	0.00%	0.00%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
<b>Job Title/Series: 0905</b>																		
Total Received	#	0	0	0														
Voluntarily Identified	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Id	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Id	#	13	11	2	1	0	9	2	0	0	0	0	0	0	0	0	1	0
	%	100%	84.6%	15.4%	7.7%	0.0%	69.2%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%
Occupational CLF		100%	71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.60%	0.40%
<b>Job Title/Series: 2210</b>																		
Total Received	#	510	0	0														
Voluntarily Identified	#	746	577	169	10	3	161	22	183	80	126	31	0	0	3	0	94	33
	%	100%	77.3%	22.7%	1.34%	0.40%	21.58%	2.95%	24.53%	10.72%	16.89%	4.16%	0.00%	0.00%	0.40%	0.00%	12.60%	4.42%
Qualified of those Id	#	578	439	139	8	2	124	18	136	66	95	25	0	0	2	0	74	28
	%	100%	76.0%	24.0%	1.38%	0.35%	21.45%	3.11%	23.53%	11.42%	16.44%	4.33%	0.00%	0.00%	0.35%	0.00%	12.80%	4.84%
Selected of those Id	#	48	33	15	1	1	12	7	4	0	7	4	4	1	1	0	4	2
	%	100%	68.75%	31.25%	2.08%	2.08%	25.00%	14.58%	8.33%	0.00%	14.58%	8.33%	8.33%	2.08%	2.08%	0.00%	8.33%	4.17%
Occupational CLF		100%	66.60%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.10%	0.40%

Note: "Selected" data is from HRD and not from the Applicant Flow Report.



**Table A7 (cont.): FY14 APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex (Temporary)**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Job Title/Series: 0301</b>																		
Selected of those Identified	#	5	4	1	0	0	3	1	1	0	0	0	0	0	0	0	0	0
	%	100%	80.0%	20.0%	0.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		1%	43.40%	56.60%	4.70%	5.30%	30.20%	39.70%	4.90%	7.80%	2.60%	2.30%	0.10%	0.10%	0.20%	0.40%	0.50%	0.90%
<b>Job Title/Series: 0343</b>																		
Total Received	#	0	0	0														
Voluntarily Identified	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Id	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Id	#	9	6	3	0	0	3	1	2	1	0	0	0	0	0	0	1	1
	%	100%	66.7%	33.3%	0.00%	0.00%	33.33%	11.11%	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	11.11%
Occupational CLF		100%	61.40%	38.60%	2.00%	1.60%	52.50%	31.10%	2.50%	3.30%	3.40%	1.90%	0.00%	0.00%	0.10%	0.10%	0.80%	0.50%
<b>Job Title/Series: 0905</b>																		
Total Received	#	0	0	0														
Voluntarily Identified	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Id	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Id	#	25	12	13	0	1	12	12	0	0	0	0	0	0	0	0	0	0
	%	100%	48.0%	52.0%	0.00%	4.00%	48.00%	48.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	71.30%	28.70%	2.00%	1.20%	65.20%	23.90%	2.00%	1.90%	1.20%	1.00%	0.00%	0.00%	0.10%	0.10%	0.60%	0.40%
<b>Job Title/Series: 2210</b>																		
Total Received	#	0	0	0														
Voluntarily Identified	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified of those Id	#	0	0	0														
	%	0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Id	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	66.60%	33.20%	3.10%	1.60%	50.40%	24.70%	4.30%	3.50%	7.40%	2.90%	0.10%	0.00%	0.20%	0.10%	1.10%	0.40%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex (Permanent/Temporary)/ FY 2015**

Type of Appointment		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Permanent</b>	#	764	477	287	22	12	324	132	73	84	31	29	8	3	3	2	16	25
	%	100%	62.4%	37.6%	2.88%	1.57%	42.41%	17.28%	9.55%	10.99%	4.06%	3.80%	1.05%	0.39%	0.39%	0.26%	2.09%	3.27%
<b>Temporary</b>	#	320	227	93	2	2	207	73	12	10	2	2	0	0	2	0	2	6
	%	100%	70.9%	29.1%	0.63%	0.63%	64.69%	22.81%	3.75%	3.13%	0.63%	0.63%	0.00%	0.00%	0.63%	0.00%	0.63%	1.88%
<b>NON-Appropriated</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>	#	1084	704	380	24	14	531	205	85	94	33	31	8	3	5	2	18	31
	%	100%	64.9%	35.1%	2.21%	1.29%	48.99%	18.91%	7.84%	8.67%	3.04%	2.86%	0.74%	0.28%	0.46%	0.18%	1.66%	2.86%
<b>NCLF (2010)</b>	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table A9: INTERNAL SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex (Permanent)/ FY 2015**

Job Title/Series	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Security Administration (0080)</b>																	
# Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
# Selected	15	10	5	0	0	5	2	5	3	0	0	0	0	0	0	0	0
% Selected	100.00%	66.67%	33.33%	0.00%	0.00%	33.33%	13.33%	33.33%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Police (0083)</b>																	
# Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
# Selected	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
% Selected	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Foreign Affairs (0130)</b>																	
# Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
# Selected	3	0	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0
% Selected	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Misc. Admin. &amp; Program (0301)</b>																	
# Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
# Selected	29	16	13	1	1	11	6	3	5	0	0	0	0	0	0	1	1
% Selected	100.00%	55.17%	44.83%	3.45%	3.45%	37.93%	20.69%	10.34%	17.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.45%	3.45%
Relevant Applicant Pool	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Mgmt. &amp; Program Analysis (0343)</b>																	
# Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
# Selected	22	9	13	0	1	8	7	1	3	0	1	0	0	0	0	0	1
% Selected	100.00%	40.91%	59.09%	0.00%	4.55%	36.36%	31.82%	4.55%	13.64%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%
Relevant Applicant Pool	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Applicant flow data is not broken out by type of appointment.

**Table A9: INTERNAL SELECTIONS FOR MERIT PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex (Permanent)/ FY 2015 (Cont.)**

Job Title/Series	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>General Attorney (0905)</b>																	
# Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
# Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Selected	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Information Technology Management (2210)</b>																	
# Applications Received	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Qualified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
# Selected	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
% Selected	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

because JOAs are at various pay grade levels.

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table A10(A): NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Race/Ethnicity and Sex (Permanent)/ FY 2015**

Job Title/Series	Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races		
						White		Black or African American		Asian		Native Hawaiian Or Other Pacific Islander		American Indian or Alaskan Native				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>TOTAL Eligible for Career Ladder Promotion</b>	#	577	301	276	16	14	179	134	78	104	17	10	0	0	1	1	10	13
	%	100%	52.2%	47.8%	2.8%	2.4%	31.0%	23.2%	13.5%	18.0%	2.9%	1.7%	0.0%	0.0%	0.2%	0.2%	1.7%	2.3%
<b>Time in Grade in excess of minimum (GS)</b>																		
<b>1-12 months</b>	#	61	29	32	2	0	16	23	8	6	2	3	0	0	0	0	1	0
	%	100%	47.5%	52.5%	3.3%	0.0%	26.2%	37.7%	13.1%	9.8%	3.3%	4.9%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%
<b>13-24 months</b>	#	33	20	13	0	1	16	10	2	2	1	0	0	0	0	0	1	0
	%	100%	60.6%	39.4%	0.0%	3.0%	48.5%	30.3%	6.1%	6.1%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%
<b>25+ months</b>	#	89	46	43	1	2	27	20	13	16	4	2	0	0	0	0	1	3
	%	100%	51.7%	48.3%	1.1%	2.2%	30.3%	22.5%	14.6%	18.0%	4.5%	2.2%	0.0%	0.0%	0.0%	0.0%	1.1%	3.4%

**Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex - FY 15**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Grade(s) of Vacancy: 13</b>																		
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	197	103	94	1	2	70	43	19	37	5	6	3	1	2	2	3	3
	%	100.0%	52.3%	47.7%	0.51%	1.02%	35.53%	21.83%	9.64%	18.78%	2.54%	3.05%	1.52%	0.51%	1.02%	1.02%	1.52%	1.52%
Relevant Applicant Pool		100.00%	47.00%	53.00%	2.40%	0.90%	27.70%	23.50%	14.60%	25.90%	0.60%	1.50%	0.00%	0.30%	0.00%	0.00%	1.50%	0.90%
<b>Grade(s) of Vacancy: 14</b>																		
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	149	88	61	2	6	65	31	16	17	5	2	0	0	0	0	0	5
	%	100.0%	59.1%	40.9%	1.34%	4.03%	43.62%	20.81%	10.74%	11.41%	3.36%	1.34%	0.00%	0.00%	0.00%	0.00%	0.00%	3.36%
Relevant Applicant Pool		100.00%	52.70%	47.30%	2.60%	1.70%	35.30%	23.20%	11.80%	19.00%	1.80%	1.40%	0.10%	0.10%	0.20%	0.00%	0.90%	1.90%
<b>Grade(s) of Vacancy: 15</b>																		
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	139	84	55	5	1	74	40	3	4	1	5	0	0	0	0	1	5
	%	100.0%	60.4%	39.6%	3.60%	0.72%	53.24%	28.78%	2.16%	2.88%	0.72%	3.60%	0.00%	0.00%	0.00%	0.00%	0.72%	3.60%
Relevant Applicant Pool		100.00%	64.90%	35.10%	2.00%	0.70%	50.70%	21.60%	9.10%	10.50%	1.80%	1.20%	0.20%	0.10%	0.00%	0.10%	1.10%	0.80%

Applicant flow data is not provided for internal selections.

**Table A11 cont.: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex - FY 15**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Grade(s) of Vacancy: SES</b>																		
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected	#	61	35	26	0	0	33	23	1	2	1	1	0	0	0	0	0	0
	%	1.00	0.82	0.18	0.00%	0.00%	54.10%	37.70%	1.64%	3.28%	1.64%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool		100%	72.70%	27.30%	2.30%	0.70%	61.90%	20.50%	5.50%	350.00%	2.20%	1.00%	0.10%	0.20%	0.30%	0.10%	0.40%	1.10%

**Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex - FY 15**

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
	White		Black or African			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Career Development Programs for GS 5 - 12:</b>																		
Slots	#	0																
Relevant Pool	%	100%	48.13%	51.89%	2.01%	1.74%	27.05%	20.81%	14.30%	24.43%	2.42%	2.42%	0.40%	0.27%	0.07%	0.07%	1.88%	2.15%
Applied	#	40	15	25	0	0	9	16	6	8	0	1	0	0	0	0	0	0
	%	100%	37.50%	62.50%	0.00%	0.00%	22.50%	40.00%	15.00%	20.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	15	8	7	0	0	6	4	2	2	0	1	0	0	0	0	0	0
	%	100%	53.33%	46.67%	0.00%	0.00%	40.00%	26.67%	13.33%	13.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Career Development Programs for GS 13 - 14:</b>																		
Slots	#	0.00																
Relevant Pool	%	99%	53.03%	45.98%	1.98%	1.64%	35.23%	23.26%	12.00%	18.06%	2.46%	1.23%	0.27%	0.14%	0.27%	0.21%	0.82%	1.44%
Applied	#	27	9	18	0	0	5	14	4	3	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	18.52%	51.85%	14.81%	11.11%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#	16	5	11	0	0	2	9	3	1	0	1	0	0	0	0	0	0
	%	100%	31.25%	68.75%	0.00%	0.00%	12.50%	56.25%	18.75%	6.25%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Career Development Programs for GS 15 and SES:</b>																		
Slots	#	0.00																
Relevant Pool	%	100%	69.39%	30.32%	2.35%	0.76%	59.17%	22.84%	5.26%	3.60%	2.01%	1.52%	0.07%	0.21%	0.35%	0.14%	0.18%	1.25%
Applied	#	18	9	9	0	0	7	8	1	1	1	0	0	0	0	0	0	2
	%	100%	50.00%	50.00%	0.00%	0.00%	38.89%	44.44%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%
Participants	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

**"Relevant Pool" includes all employees in pay grades eligible for the career development program.**

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex (Permanent)/ FY 2015

Awards		Total			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)										Two or more races	
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native			
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Time-Off Awards, 1-8 hours	#	101	53	48	1	1	32	16	13	25	5	3	0	1	0	0	2	2
	%	100.0%	52.5%	47.5%	1.0%	1.0%	31.7%	15.8%	12.9%	24.8%	5.0%	3.0%	0.0%	1.0%	0.0%	0.0%	2.0%	2.0%
Total Hours		726	364	362	8	8	208	120	96	186	36	24	0	8	0	0	16	16
Average Hours		7.2	6.9	7.5	8.0	8.0	6.5	7.5	7.4	7.4	7.2	8.0	0.0	8.0	0.0	0.0	8.0	8.0
Time-Off Awards, 9+ hours	#	114	65	49	3	1	47	22	5	13	4	9	3	1	0	0	3	3
	%	100.0%	57.0%	43.0%	2.6%	0.9%	41.2%	19.3%	4.4%	11.4%	3.5%	7.9%	2.6%	0.9%	0.0%	0.0%	2.6%	2.6%
Total Hours		2490	1476	1014	72	24	1,120	462	92	280	64	168	56	24	0	0	72	56
Average Hours		21.8	22.7	20.7	24.0	24.0	23.8	21.0	18.4	21.5	16.0	18.7	18.7	24.0	0.0	0.0	24.0	18.7
Cash Awards: \$100 - 500	#	193	127	66	3	1	99	31	21	27	2	7	0	0	1	0	1	0
	%	100.0%	65.8%	34.2%	1.6%	0.5%	51.3%	16.1%	10.9%	14.0%	1.0%	3.6%	0.0%	0.0%	0.5%	0.0%	0.5%	0.0%
Total \$		81807	54858	26949	1,335	490	41,853	12,963	9,958	10,487	712	3,009	0	0	500	0	500	0
Average \$		424	432	408	445	490	423	418	474	388	356	430	0	0	500	0	500	0
Cash Awards: \$500+	#	3944	2502	1442	88	48	1,778	802	467	462	104	66	14	10	7	2	44	52
	%	100.0%	63.4%	36.6%	2.2%	1.2%	45.1%	20.3%	11.8%	11.7%	2.6%	1.7%	0.4%	0.3%	0.2%	0.1%	1.1%	1.3%
Total \$		8374106	5563232	2810874	166,891	77,103	4,365,243	1,847,805	679,075	669,956	242,967	123,463	15168	18167	33,688	2,370	60200	72010
Average \$		2,123	2,224	1,949	1,896	1,606	2,455	2,304	1,454	1,450	2,336	1,871	1,083	1,817	4,813	1,185	1,368	1,385
Quality Step Increases	#	273	161	112	4	3	110	75	37	29	7	1	0	1	1	0	2	3
	%	100.0%	59.0%	41.0%	1.5%	1.1%	40.3%	27.5%	13.6%	10.6%	2.6%	0.4%	0.0%	0.4%	0.4%	0.0%	0.7%	1.1%
Total \$		983353	582847	400506	14,986	11,403	410,220	268,599	120,524	101,310	26,305	4,209	0	4208	3,027	0	7785	10777
Average \$		3,602	3,620	3,576	3,747	3,801	3,729	3,581	3,257	3,493	3,758	4,209	0	4,208	3,027	0	3,893	3,592

NEED the data highlighted in blue.

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table A14: SEPARATIONS - Distribution by Race/Ethnicity and Sex (Permanent)/ FY 2015**

Type of Appointment		Total Employees			Hispanic or Latino		RACE/ETHNICITY (Non-Hispanic or Latino)											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaskan Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary Separations	#	752	464	288	27	7	357	184	50	67	22	17	3	1	0	1	5	11
	%	100.0%	61.7%	38.3%	3.6%	0.9%	47.5%	24.5%	6.6%	8.9%	2.9%	2.3%	0.4%	0.1%	0.0%	0.1%	0.7%	1.5%
Involuntary Separations	#	30	24	6	3	0	14	2	7	4	0	0	0	0	0	0	0	0
	%	100.0%	80.0%	20.0%	10.0%	0.0%	46.7%	6.7%	23.3%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	#	782	488	294	30	7	371	186	57	71	22	17	3	1	0	1	5	11
	%	100.0%	62.4%	37.6%	3.8%	0.9%	47.4%	23.8%	7.3%	9.1%	2.8%	2.2%	0.4%	0.1%	0.0%	0.1%	0.6%	1.4%
Total Workforce FY 13	#	6371	4137	2234	84	35	2990	1259	868	801	112	69	8	7	15	7	60	56
	%	100.0%	64.9%	35.1%	1.3%	0.5%	46.9%	19.8%	13.6%	12.6%	1.8%	1.1%	0.1%	0.1%	0.2%	0.1%	0.9%	0.9%

TAB  
3

TAB 3



**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table B2: TOTAL WORKFORCE BY COMPONENT- Distribution by Disability (OPM Form 256 Self-Identification Codes) (Permanent)/ FY 2015**

Employment Tenure	TOTAL		Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Total Permanent Workforce	#	5750	5180	130	440	36	9	6	1	6	1	5	3	5	0
	%	100.0%	90.1%	2.3%	7.7%	0.6%	0.2%	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%
Federal High						2.23%									
DLSA	#	138	125	4	9	0	0	0	0	0	0	0	0	0	0
	%	100.0%	90.6%	2.9%	6.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DPMO	#	274	244	6	24	1	1	0	0	0	0	0	0	0	0
	%	100.0%	89.1%	2.2%	8.8%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DSCA	#	224	198	6	20	0	0	0	0	0	0	0	0	0	0
	%	100.0%	88.4%	2.7%	8.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DTRMC	#	26	22	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0%	84.6%	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DTSA	#	123	111	3	9	0	0	0	0	0	0	0	0	0	0
	%	100.0%	90.2%	2.4%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OEA	#	38	33	1	4	0	0	0	0	0	0	0	0	0	0
	%	100.0%	86.8%	2.6%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OSD	#	1692	1551	40	101	5	0	1	0	2	0	1	0	1	0
	%	100.0%	91.7%	2.4%	6.0%	0.3%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%
PFPA	#	1163	1084	23	56	4	0	1	0	1	0	0	0	2	0
	%	100.0%	93.2%	2.0%	4.8%	0.3%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%
USCAAF	#	31	29	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.0%	93.5%	0.0%	6.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WHS	#	2041	1783	45	213	26	8	4	1	3	1	4	3	2	0
	%	100.0%	87.4%	2.2%	10.4%	1.3%	0.4%	0.2%	0.0%	0.1%	0.0%	0.2%	0.1%	0.1%	0.0%

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table B3-1(A): OCCUPATIONAL GROUPS - Permanent Workforce (GS) - Distribution by Disability/ FY 2015**

Occupational Groups	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism	
<b>TOTAL WORKFORCE</b>	#	5750	5180	130	440	36	9	6	1	6	1	5	3	5	0
	%	100%	90.1%	2.3%	7.7%	0.6%	0.2%	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%
<b>Officials and Managers Senior Level (Grades 15 and above)</b>	#	391	360	6	25	2	0	0	0	2	0	0	0	0	0
	%	100%	92.1%	1.5%	6.4%	0.5%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Mid-Level (Grades 13-14)</b>	#	289	261	8	20	1	0	1	0	0	0	0	0	0	0
	%	100%	90.3%	2.8%	6.9%	0.3%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>12 and Below</b>	#	52	46	4	2	0	0	0	0	0	0	0	0	0	0
	%	100%	88.5%	7.7%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Other</b>	#	2293	2010	59	224	11	3	2	0	1	0	4	0	1	0
	%	100%	87.7%	2.6%	9.8%	0.5%	0.1%	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%
<b>Total Officials and Managers</b>	#	3025	2677	77	271	14	3	3	0	3	0	4	0	1	0
	%	100%	88.5%	2.5%	9.0%	0.5%	0.1%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%
<b>Professionals</b>	#	1420	1285	32	103	8	3	1	0	1	1	0	0	2	0
	%	100%	90.5%	2.3%	7.3%	0.6%	0.2%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%
<b>Technicians</b>	#	74	68	3	3	0	0	0	0	0	0	0	0	0	0
	%	100%	91.9%	4.1%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Admin Supt Workers</b>	#	219	188	1	30	11	3	2	0	2	0	0	3	1	0
	%	100%	85.8%	0.5%	13.7%	5.0%	1.4%	0.9%	0.0%	0.9%	0.0%	0.0%	1.4%	0.5%	0.0%
<b>Sales Workers</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Craft Workers</b>	#	158	148	1	9	1	0	0	1	0	0	0	0	0	0
	%	100%	93.7%	0.6%	5.7%	0.6%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Operatives</b>	#	41	36	2	3	0	0	0	0	0	0	0	0	0	0
	%	100%	87.8%	4.9%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Laborers</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Service Workers</b>	#	813	778	14	21	2	0	0	0	0	0	1	0	1	0
	%	100%	95.7%	1.7%	2.6%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability (Permanent)/ FY 2015**

GS/GM, SES, and Related Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism	
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	3	2	0	1	1	0	1	0	0	0	0	0	0	0
	%	100.0%	66.7%	0.0%	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	31	23	0	8	3	2	0	0	0	0	1	0	0	0
	%	100.0%	74.2%	0.0%	25.8%	9.7%	6.5%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%
Grade 06	#	32	27	0	5	2	0	0	0	0	0	1	1	0	0
	%	100.0%	84.4%	0.0%	15.6%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	3.1%	0.0%	0.0%
Grade 07	#	151	133	1	17	4	1	1	0	1	0	1	0	0	0
	%	100.0%	88.1%	0.7%	11.3%	2.6%	0.7%	0.7%	0.0%	0.7%	0.0%	0.7%	0.0%	0.0%	0.0%
Grade 08	#	44	38	0	6	3	2	0	0	1	0	0	0	0	0
	%	100.0%	86.4%	0.0%	13.6%	6.8%	4.5%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 09	#	194	167	5	22	3	0	0	0	1	0	1	0	1	0
	%	100.0%	86.1%	2.6%	11.3%	1.5%	0.0%	0.0%	0.0%	0.5%	0.0%	0.5%	0.0%	0.5%	0.0%
Grade 10	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0%	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 11	#	293	256	7	30	2	0	1	0	0	1	0	0	0	0
	%	100.0%	87.4%	2.4%	10.2%	0.7%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
Grade 12	#	739	640	26	73	6	4	0	0	1	0	0	0	1	0
	%	100.0%	86.6%	3.5%	9.9%	0.8%	0.5%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%
Grade 13	#	746	673	14	59	3	0	2	0	0	1	0	0	0	0
	%	100.0%	90.2%	1.9%	7.9%	0.4%	0.0%	0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Grade 14	#	716	635	19	62	1	0	0	0	1	0	0	0	0	0
	%	100.0%	88.7%	2.7%	8.7%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	1174	1059	29	86	4	0	1	0	1	0	1	0	1	0
	%	100.0%	90.2%	2.5%	7.3%	0.3%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%
All Other	#	1125	1066	18	41	1	0	0	0	0	0	0	0	1	0
	%	100.0%	94.8%	1.6%	3.6%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Senior Executive Service	#	271	246	9	16	1	0	0	0	1	0	0	0	0	0
	%	100.0%	90.8%	3.3%	5.9%	0.4%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	#	5525	4970	128	427	34	9	6	0	6	1	4	3	5	0
	%	100.0%	90.0%	2.3%	7.7%	0.6%	0.2%	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%

Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability (Temporary)/ FY 2015**

GS/GM, SES, and Related Grades	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism	
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	7	4	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.0%	57.1%	14.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 07	#	4	0	0	4	4	3	0	0	0	0	0	0	1	0
	%	100.0%	0.0%	0.0%	100.0%	100.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%
Grade 08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 09	#	19	15	0	4	3	1	0	0	0	0	0	1	1	0
	%	100.0%	78.9%	0.0%	21.1%	15.8%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	5.3%	0.0%
Grade 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 11	#	36	32	2	2	1	0	0	0	1	0	0	0	0	0
	%	100.0%	88.9%	5.6%	5.6%	2.8%	0.0%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 12	#	75	64	6	5	1	0	0	0	0	0	0	0	1	0
	%	100.0%	85.3%	8.0%	6.7%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%
Grade 13	#	41	35	2	4	0	0	0	0	0	0	0	0	0	0
	%	100.0%	85.4%	4.9%	9.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 14	#	59	55	1	3	0	0	0	0	0	0	0	0	0	0
	%	100.0%	93.2%	1.7%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	88	83	0	5	1	0	0	0	0	1	0	0	0	0
	%	100.0%	94.3%	0.0%	5.7%	1.1%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	#	339	296	12	31	10	4	0	0	1	1	0	1	3	0
	%	100.0%	87.3%	3.5%	9.1%	2.9%	1.2%	0.0%	0.0%	0.3%	0.3%	0.0%	0.3%	0.9%	0.0%



Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES by Disability (Temporary)/ FY 2014**

GS/GM, SES, and Related Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.1%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.4%	0.3%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	7	4	1	2	0	0	0	0	0	0	0	0	0	0
	%	1.0%	0.6%	6.3%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 07	#	4	0	0	4	4	3	0	0	0	0	0	0	1	0
	%	0.6%	0.0%	0.0%	8.9%	100.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%
Grade 08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 09	#	19	15	0	4	3	1	0	0	0	0	0	1	1	0
	%	2.8%	2.4%	0.0%	8.9%	15.8%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	0.0%
Grade 10	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 11	#	36	32	2	2	1	0	0	0	1	0	0	0	0	0
	%	5.3%	5.1%	12.5%	4.4%	2.8%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 12	#	75	64	6	5	1	0	0	0	0	0	0	0	1	0
	%	10.9%	10.3%	37.5%	11.1%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%
Grade 13	#	41	35	2	4	0	0	0	0	0	0	0	0	0	0
	%	6.0%	5.6%	12.5%	8.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 14	#	59	55	1	3	0	0	0	0	0	0	0	0	0	0
	%	8.6%	8.8%	6.3%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	88	83	0	5	1	0	0	0	0	1	0	0	0	0
	%	12.8%	13.3%	0.0%	11.1%	1.1%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
All Other	#	346	328	4	14	0	0	0	0	0	0	0	0	0	0
	%	50.5%	52.6%	25.0%	31.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	#	685	624	16	45	10	4	0	0	1	1	0	1	3	0
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table B5-1(A): PARTICIPATION RATES ACROSS WAGE GRADES by Disability (Permanent)/ FY 2015**

WD/WG, WL/WS, Other Wage Grades		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 06	#	13	12	0	1	1	0	0	0	0	1	0	0	0	0
	%	100.0%	92.3%	0.0%	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%
Grade 07	#	18	18	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 08	#	10	9	0	1	1	0	0	1	0	0	0	0	0	0
	%	100.0%	90.0%	0.0%	10.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 09	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 10	#	95	88	1	6	0	0	0	0	0	0	0	0	0	0
	%	100.0%	92.6%	1.1%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 11	#	67	64	0	3	0	0	0	0	0	0	0	0	0	0
	%	100.0%	95.5%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 12	#	14	12	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.0%	85.7%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	#	225	210	2	13	2	0	0	1	0	0	1	0	0	0
	%	100.0%	93.3%	0.9%	5.8%	0.9%	0.0%	0.0%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%

**Table B5-1(A): PARTICIPATION RATES ACROSS WAGE GRADES by Disability (Temporary)/ FY 2015**

WD/WG, WL/WS, Other Wage Grades		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Grade 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

No temporary employees in WG

**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**

**Table B6-1: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)/ FY 2015**

Job Title/Series	Total		Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
<b>Federal High</b>						<b>2.55%</b>									
Security Administration (0080)	#	811	710	24	77	3	1	1	0	0	0	0	0	1	0
	%	100.0%	87.5%	3.0%	9.5%	0.4%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Police (0083)	#	723	691	12	20	1	0	0	0	0	0	0	0	1	0
	%	100.0%	95.6%	1.7%	2.8%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Foreign Affairs (0130)	#	238	227	8	3	0	0	0	0	0	0	0	0	0	0
	%	100.0%	95.4%	3.4%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Misc. Admin & Program (0301)	#	793	711	19	63	2	1	0	0	1	0	0	0	0	0
	%	100.0%	89.7%	2.4%	7.9%	0.3%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Mgmt. & Program Analysis (0343)	#	623	557	16	50	3	0	0	0	1	0	2	0	0	0
	%	100.0%	89.4%	2.6%	8.0%	0.5%	0.0%	0.0%	0.0%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%
General Attorney (0905)	#	193	179	5	9	0	0	0	0	0	0	0	0	0	0
	%	100.0%	92.7%	2.6%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Information Technology Mgmt. (2210)	#	220	189	3	28	2	1	0	0	0	0	0	0	1	0
	%	100.0%	85.9%	1.4%	12.7%	0.9%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%



Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

Table B7: New Hires for Major Occupations - Permanent Workforce (GS) - Distribution by Disability/ FY 2015															
Occupational Groups	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism	
<b>Schedule A</b>															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Voluntarily Identified (Outside of Schedule A Applicants)</b>															
Applicants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Job Title/Series: Security Administration 0080</b>															
Total Rec'd	#	0													
Valuntarily Identified	#	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected of those Identified	#	77	63	1	13	1	1	0	0	0	0	0	0	0	0
	%	100%	81.8%	1.3%	16.9%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Job Title/Series: Police 0083</b>															
Total Rec'd	#	0													
Valuntarily Identified	#	32	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected of those Identified	#	32	29	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	90.6%	3.1%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Job Title/Series: Foreign Affairs 0130</b>															
Total Rec'd	#	0													
Valuntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Note: WHS does not collect disability status from applicants.











Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability/ 2015**

	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism	
Total Employees in Career Ladder	#	577	499	17	61	8	4	1	0	1	0	1	0	1	0
	%	100.0%	86.5%	2.9%	10.6%	1.4%	0.7%	0.2%	0.0%	0.2%	0.0%	0.2%	0.0%	0.2%	0.0%
Time in Grade in excess of minimum (GS)															
1-12 months	#	61	53	3	5	1	1	0	0	0	0	0	0	0	0
	%	100.0%	86.9%	4.9%	8.2%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13-24 months	#	33	29	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0%	87.9%	0.0%	12.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25+ months	#	89	78	3	8	1	0	0	0	0	0	0	0	1	0
	%	100.0%	87.6%	3.4%	9.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%

**Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability FY15**

		Total by Disability Status					Detail for Targeted Disabilities								
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Extremities	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Epilepsy	Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
<b>Job Series/Grade(s) of Vacancy: GS-13</b>															
Relevant Pool		100.0%	88.8%	2.6%	8.6%	0.5%	0.4%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	197	171	2	24	0	0	0	0	0	0	0	0	0	0
	%	100.0%	86.8%	1.0%	12.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Job Series/Grade(s) of Vacancy: GS-14</b>															
Relevant Pool		100.00%	93.30%	1.80%	4.90%	0.4%	0.00%	0.30%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	149	133	1	15	0	0	0	0	0	0	0	0	0	0
	%	100.0%	89.3%	0.7%	10.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Job Series/Grade(s) of Vacancy: GS-15</b>															
Relevant Pool		100.00%	90.10%	2.30%	7.60%	0.3%	0.00%	0.00%	0.00%	0.00%	0.10%	0.10%	0.00%	0.00%	0.10%
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	139	122	3	14	0	0	0	0	0	0	0	0	0	0
	%	100.0%	87.8%	2.2%	10.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Job Series/Grade(s) of Vacancy: SES</b>															
Relevant Pool		100.00%	91.70%	2.80%	5.50%	0.0%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected	#	61	57	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.0%	93.4%	3.3%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

**Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability FY15**

		Total by Disability Status					Detail for Targeted Disabilities								
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Hearing	(23, 25) Vision	(28, 32-38) Extremities	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
<b>Career Development Programs for GS 5-12</b>															
Slots	#	0													
Relevant Pool	%	100.0%	86.51%	2.62%	10.87%	1.54%	0.60%	0.13%	0.00%	0.27%	0.00%	0.13%	0.20%	0.20%	0.00%
Applied	#	40	33	1	6	0	0	0	0	0	0	0	0	0	0
	%	100.0%	82.5%	2.5%	15.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#	16	12	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 13-14</b>															
Slots	#	0													
Relevant Pool	%	100.0%	89.47%	2.26%	8.28%	0.27%	0.00%	0.14%	0.00%	0.00%	0.07%	0.07%	0.00%	0.00%	0.05%
Applied	#	27	26	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0%	96.3%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#	17	16	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.0%	94.1%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Career Development Programs for GS 15 and SES</b>															
Slots	#	0													
Relevant Pool	%	100.0%	90.31%	2.63%	7.06%	0.35%	0.19%	0.07%	0.00%	0.14%	0.00%	0.07%	0.00%	0.07%	0.00%
Applied	#	18	17	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	94.4%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.</b>															



Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)

**Table B14: SEPARATIONS (PERMANENT WORKFORCE) - Distribution by Disability/ FY 2015**

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Voluntary Separation	#	752	692	18	42	8	2	1	1	1	0	2	0	1	0
	%	100.0%	92.0%	2.4%	5.6%	1.1%	0.3%	0.1%	0.1%	0.1%	0.0%	0.3%	0.0%	0.1%	0.0%
Involuntary Separation	#	30	26	0	4	1	0	1	0	0	0	0	0	0	0
	%	100.0%	86.7%	0.0%	13.3%	3.3%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	#	782	718	18	46	9	2	2	1	1	0	2	0	1	0
	%	100.0%	91.8%	2.3%	5.9%	1.2%	0.3%	0.3%	0.1%	0.1%	0.0%	0.3%	0.0%	0.1%	0.0%
Total Workforce 9/30/2014	#	6375	5838	131	406	30	8	6	1	3	1	5	3	2	1
	%	100.0%	91.58%	2.05%	6.37%	0.47%	26.67%	20.00%	3.33%	10.00%	3.33%	16.67%	10.00%	6.67%	3.33%



**Office of the Secretary of Defense/Washington Headquarters Services (including serviced components)**



WHS does not collect disability status from applicants.

TAB

4

TAB 4



TAB  
5

TAB 5



**DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155**



OCT 19 2015

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2016 Equal Employment Opportunity and Diversity Policy

Washington Headquarters Services (WHS) is committed to ensuring equal opportunity for employment regardless of race, color, religion, sex (including pregnancy, gender stereotyping, and sexual orientation), national origin, age (40 years and older), disability, genetic information, and/or retaliation for opposing discrimination or participating in the Equal Employment Opportunity (EEO) process.

It is WHS policy to adhere to the spirit and requirements of Executive Order 13583, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workplace" as implemented by DoD's Diversity and Inclusion Strategic Plan. WHS is committed to a fair, equitable and open work environment, with supervisors who respect, appreciate, and value employees' individual identity and perspective. We are committed to being a model employer by fostering an inclusive and diverse workforce.

EEO and Diversity are critical to the success of our mission. A workforce that reflects all races, cultures, ethnicities, as well as backgrounds, among other factors, is necessary to effectively operate. Each of us must adhere to the highest standards of accountability, commitment, professionalism, and stewardship. To that end, we must all champion the principles of EEO and Diversity.

Managers and supervisors are urged to carefully review personnel decisions (hiring, training and career development, assignments, promotions, and other benefits and privileges of employment), to ascertain that employees and applicants are being treated fairly. Diversity in the workforce is a highly valued asset that we must continually strive to cultivate as studies have affirmed that diverse teams out perform non-diverse teams. I expect leadership to work diligently to recruit and retain a workforce that represents the rich cultural demographics of our nation.

All WHS employees are required to take EEO training on an annual or bi-annual basis, and employees of serviced components are welcome to participate in all sponsored training. The WHS Office of Equal Employment Opportunity and Diversity (EEOD) is available to advise on best practices for achieving an inclusive workforce. For more information, please contact the EEOD office at (571) 372-0832 or at [whs.diversity@mail.mil](mailto:whs.diversity@mail.mil).

Patricia M. Young  
Director



**DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES**  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155



OCT 15 2015

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2016 Prevention of Harassment Policy

Washington Headquarters Services (WHS) is committed to honoring the diversity of the workforce and ensuring that all employees are treated with dignity and respect. I expect all employees to maintain a work environment that is free of discrimination and illegal harassment. Inappropriate behavior becomes illegal harassment when it is unwelcome, severe enough to alter an individual's working conditions, and is based on race, color, religion, sex (including pregnancy, gender stereotyping, and sexual orientation), national origin, age (40 years and older), disability, genetic information, and/or retaliation for opposing discriminatory practices or participating in the Equal Employment Opportunity (EEO) process. Unlawful harassment extends to harassing comments posted on social media, including on internet sites. All personnel must refrain from participating in conduct that offends, intimidates, or interferes with the work performance of others.

Employees who experience harassing conduct should immediately inform the offending individual that the conduct is inappropriate, offensive, and unwelcome. Employees should also report harassment to a direct supervisor or a manager at a higher level in their chain of command, the WHS Office of Equal Employment Opportunity and Diversity (EEOD), or the Labor and Management Employee Relations (LMER) Division, WHS Human Resources Directorate. Claims of harassment will be held confidential by all personnel to the greatest extent possible.

It is the policy of WHS that all personnel will maintain high standards of honesty, integrity, and conduct that ensures the public trust. Managers, supervisors, and executives must proactively prevent harassment and protect from reprisal employees who report such activity. When harassment concerns are raised, the agency must conduct a prompt, thorough, and impartial inquiry into the matter. When related misconduct is substantiated, disciplinary action will be taken, up to and including removal of the harasser from Federal service.

Harassment adversely impedes the WHS mission by impacting morale and productivity. EEOD advises and provides training on anti-harassment and other EEO-related matters. For more information, visit the EEOD website at [www.whs.mil/eeod/](http://www.whs.mil/eeod/) or contact EEOD at (571) 372-0832, or at [whs.diversity@mail.mil](mailto:whs.diversity@mail.mil).

  
Patricia M. Young  
Director



DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155



OCT 19 2015

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2016 Policy Statement on Employment and Retention of People with Disabilities

The Washington Headquarters Service (WHS) is committed to the employment and retention of employees with disabilities. We will vigorously enforce Sections 501, 504, 505, and 508 of the Rehabilitation Act of 1973, as amended and Title 1 of the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act of 2008. The statutes prohibit discrimination on the basis of disability and require agencies to take affirmative action to hire qualified individuals with disabilities, provide promotion opportunities, and provide reasonable accommodation to applicants and employees with disabilities. In addition, all buildings and federally-sponsored activities, as well as all electronic and information technology, must be accessible to employees with disabilities.

It is WHS policy to support the goals of Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities." We have steadily increased our efforts to recruit, hire, and retain individuals with disabilities, including those with targeted (severe) disabilities, as required by the Executive Order. The on board rate of individuals with disabilities was 7.50% and employees with targeted disabilities was 1.20% in FY 2013 for WHS. For WHS and serviced components, the percentages were 5.75% and 0.42%, respectively. As of August 2015, the rate for employees with targeted disabilities has increased to 1.52% for WHS, and 0.69% for WHS and serviced components. This increase is significant and we can be proud of our success. We have not yet achieved the DoD goal of 2% for this group; however, with continued commitment I am confident that we will do so.

The WHS Office of Equal Employment Opportunity and Diversity (EEOD) is available to advise managers regarding best practices for hiring individuals with disabilities. The HRD Disability Program Manager, S.T. Pettiford, is also available to assist with hiring utilizing Schedule A, the Workforce Recruitment Program, and the Wounded Warrior Program. For more information, please contact the EEOD office at (571) 372-0832, [whs.diversity@mail.mil](mailto:whs.diversity@mail.mil), or Mr. S.T. Pettiford at (571) 372-4060 or [s.t.pettiford.civ@mail.mil](mailto:s.t.pettiford.civ@mail.mil).

  
Patricia M. Young  
Director



DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155



OCT 19 2015

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2016 Federal Employee Antidiscrimination and Retaliation Act  
(No FEAR Act) Training and Notification Requirements

The No FEAR Act of 2002 increased the accountability of agencies for protecting Federal employees from unlawful discrimination, harassment, and reprisal for participation in protected equal employment opportunity and whistleblowing activity.

New employees are required to receive No FEAR Act training within 90 calendar days of entering on duty to ensure that they understand their rights and responsibilities. All employees are required to complete refresher training every two years thereafter. It is imperative that all employees, supervisors, and officials understand the protections afforded by the No FEAR Act and the Whistleblower Protection Act.

The No FEAR Act training is available online at the Washington Headquarters Services (WHS) iCompass at <https://whsportal.osd.mil/lms>. Additionally, the WHS Office of Equal Employment Opportunity and Diversity (EEOD) also provides comprehensive classroom training that satisfies No FEAR Act training requirements.

Agencies are required to provide written notice on the rights and remedies available under applicable anti-discrimination, anti-harassment, and whistleblower protection laws to ensure that employees have easy access to No FEAR Act information. The attached "No Fear Act Notice" should be displayed in common areas, agency website, or other readily accessible media. Senior leaders must ensure that deployed civilian personnel receive this notice which is available online at <http://www.whs.mil/EEOD/NoFEARAct/docs/NoFEARActNotice.pdf>.

For technical assistance with iCompass please contact [icompasslms@gpstrategies.com](mailto:icompasslms@gpstrategies.com) or call 1-800-735-1236. For other questions and assistance on the No FEAR Act, please contact EEOD at (571) 372-0832 or at [whs.diversity@mail.mil](mailto:whs.diversity@mail.mil).

Patricia M. Young  
Director

Attachment:  
As stated



# WASHINGTON HEADQUARTERS SERVICES

## No FEAR Act Notice

On May 15, 2002, Congress enacted the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002," which is commonly known as the No FEAR Act. One purpose of the Act is to "require that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws." In support of this purpose, Congress found that "agencies cannot run effectively if those agencies practice or tolerate discrimination."

Federal employees, former Federal employees and applicants for Federal employment are encouraged to review the following information on the rights and protections available to them under Federal antidiscrimination and whistleblower protection laws.

### **Antidiscrimination Laws**

Directors, managers and supervisors are responsible for ensuring that the work environment is free from discrimination based on the following protected groups: race, color, religion, sex (including sexual harassment), national origin, age (40 and older), disability (mental or physical), or reprisal for participation in previous EEO activity. A Federal agency also cannot discriminate against an employee or applicant with respect to the terms, conditions or privileges of employment on the basis of marital status or political affiliation. Discrimination on these bases is prohibited by one or more of the following statutes: 5 U.S.C. 2302(b)(1), 29 U.S.C. 206(d), 29 U.S.C. 631, 29 U.S.C. 633a, 29 U.S.C. 791 and 42 U.S.C. 2000e-16.

If you believe that you have been the victim of unlawful discrimination on the basis of race, color, religion, sex, national origin, age, disability, and/or reprisal, you should contact the Washington Headquarters Services (WHS) Equal Employment Opportunity Programs (EEOP) at 703-699-1805. Contact with EEOP must be made within 45 calendar days of the alleged discriminatory act, or in the case of a personnel action, within 45 calendar days of the effective date of the action. EEOP should be contacted in accordance with 29 Code of Federal Regulations 1614 in order to attempt informal resolution through mediation or counseling prior to filing a formal complaint of discrimination.

If you are alleging equal pay or age discrimination, you have the right to file an administrative complaint under 29 Code of Federal Regulations (C.F.R.) 1614, or to bypass the administrative process and file a civil action in U.S. District Court. In the latter case, you must file a Notice of Intent to Sue, pursuant to 29 C.F.R. Section 1614.201(a), after giving the Equal Employment Opportunity Commission (EEOC) not less than 30 days notice of your intent to file such an action. Such notice must be filed in writing with the EEOC, Federal Sector Programs, 1801 L Street NW, Washington DC 20507, within 180 days of the occurrence of the alleged unlawful practice.

If you are alleging discrimination based on marital status or political affiliation, you may file a written complaint with the U.S. Office of Special Counsel (OSC) (see contact information below). In the alternative (or in some cases, in addition), you may pursue a discrimination complaint.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at <http://www.dol.gov/vets>

### **Whistleblower Protection Laws**

A Federal employee with authority to take, direct others to take, recommend or approve any personnel action must not use that authority to take or fail to take, or threaten to take or fail to take, a personnel action against an employee or applicant because of disclosure of information by that individual that is reasonably believed to be evidence of violations of law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety, unless disclosure of such information is specifically prohibited by law and such information is specifically required by Executive Order to be kept secret in the interest of national defense or the conduct of foreign affairs.

Retaliation against an employee or applicant for making a protected disclosure is prohibited by 5 U.S.C. 2302(b)(8). If you believe that you are the victim of whistleblower retaliation, you may file a written complaint (Form OSC-11) with the U.S. Office of Special Counsel at 1730 M Street NW, Suite 218, Washington, DC 20036-4505 or online through the OSC Web site—<http://www.osc.gov>.

### **Retaliation for Engaging in Protected Activity**

A Federal agency cannot retaliate against an employee or applicant because that individual exercises his or her rights under any of the Federal antidiscrimination or whistleblower protection laws listed above. If you believe that you are the victim of retaliation for engaging in protected activity, you must follow, as appropriate, the procedures described in the Antidiscrimination Laws and Whistleblower Protection Laws sections or, if applicable, the administrative or negotiated grievance procedures in order to pursue any legal remedy.

### **Collaborative Resolution Program**

It is WHS policy to use and offer alternative dispute resolution (ADR) services to its serviced customers as an alternative to litigation or formal administrative procedures to the maximum extent appropriate. In support of Administrative Instruction No. 106, the Collaborative Resolution Program (CRP) offers informal, neutral, voluntary, and confidential methods for early dispute resolution of selected prohibited personnel practice disputes.

When used in appropriate circumstances, the CRP can yield results that are faster, less expensive, and less contentious than formal administrative processes. Mediation is the primary mechanism used to provide parties the opportunity to resolve such disputes without the need for a lengthy investigation or costly litigation. The CRP is an alternative to formal processes, not a replacement. If settlement does not occur, the right to pursue formal processes still exists. You may contact the WHS Collaborative Resolution Program Manager at 703-699-1813 to explore the appropriate use of ADR techniques.

### **Disciplinary Actions**

Under the existing laws, each agency retains the right, where appropriate, to discipline a Federal employee for conduct that is inconsistent with Federal Antidiscrimination and Whistleblower Protection Laws up to and including removal. If OSC has initiated an investigation under 5 U.S.C. 1214, however, according to 5 U.S.C. 1214(f), agencies must seek approval from the Special Counsel to discipline employees for, among other activities, engaging in prohibited retaliation. Nothing in the No FEAR Act alters existing laws or permits an agency to take unfounded disciplinary action against a Federal employee or to violate the procedural rights of a Federal employee who has been accused of discrimination.

### **Additional Information**

For further information regarding the No FEAR Act regulations, refer to 5 CFR Part 724, as well as the WHS EEOP. Additional information regarding Federal antidiscrimination, whistleblower protection and retaliation laws can be found at the EEOC Web site—<http://www.eeoc.gov> and the OSC Web site—<http://www.osc.gov>.

### **Existing Rights Unchanged**

Pursuant to Section 205 of the No FEAR Act, neither the Act nor this notice creates, expands or reduces any rights otherwise available to any employee, former employee or applicant under the laws of the United States, including the provisions of law specified in 5 U.S.C. 2302(d).

**THIS NOTICE IS FOR PERSONNEL WITHIN WHS AND SERVICED COMPONENTS**



DEPARTMENT OF DEFENSE  
WASHINGTON HEADQUARTERS SERVICES  
1155 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1155

JUN 19 2015



MEMORANDUM FOR WASHINGTON HEADQUARTERS SERVICES (WHS) DIRECTORS  
COMMANDER, RAVEN ROCK MOUNTAIN COMPLEX  
DIRECTOR, DoD CONSOLIDATED ADJUDICATION FACILITY  
GENERAL COUNSEL FOR WHS & PFFA

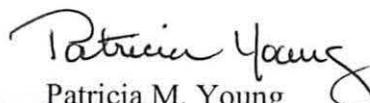
SUBJECT: WHS Management Participation in Alternative Dispute Resolution (ADR) to  
Resolve Informal, Pre-Complaint, Equal Employment Opportunity (EEO) Matters

WHS has an established ADR Program for EEO matters in accordance with federal regulations promulgated by the Equal Employment Opportunity Commission (29 C.F.R. § 1614.102(b)(2)) as described in Administrative Instruction 106, Alternative Dispute Resolution Program. The ADR Program for WHS and serviced components is administered by the Office of EEO and Diversity (EEOD). I fully support utilizing the ADR process as a tool to assist in resolving EEO matters as an effective way to address workplace disputes. The benefits of resolving alleged discriminatory matters as early as possible far outweigh the cost. Such benefits include reducing the time spent in processing and defending the action, as well as other workplace implications such as negative morale which impacts productivity and retention.

As part of my support for the ADR process, I am requiring that WHS management offer and engage in mediation, with few exceptions, if the complaining individual expresses willingness to participate in mediation at the informal, pre-complaint EEO stage. WHS management within a Directorate or Office will designate a settlement authority to participate in that mediation as the management representative, and/or may designate a settlement authority as the point of contact for EEOD for all mediations. The settlement authority is generally someone at or above the grade level of the management official against whom a complaint was made.

If the settlement authority believes that mediation is not appropriate, he or she must first contact the Director, EEOD who, after seeking the advice of the Office of the General Counsel for WHS & PFFA, can determine whether mediation would be appropriate. There are only a few circumstances in which mediation may not be appropriate, such as claims involving potential fraud, waste and abuse; requests for mediation during the reply period for a proposed adverse action for cause; where criminal charges are pending or such charges could be filed against the individual; or where the remedy requested cannot be granted by the agency. If the settlement authority and the Director, EEOD disagree regarding whether management should offer mediation, the Directorate or Office head in the organization involved in the EEO dispute, the Director, EEOD, and an attorney from the Office of the General Counsel will meet with the Deputy Director, WHS to fully discuss the matter. While this policy is intended to increase the amicable settlement of EEO workplace disputes, please note that settlement is voluntary.

This policy is effective immediately. Any questions may be directed to Bea Pacheco, Director, EEOD at (571) 372-0832.

  
Patricia M. Young  
Director



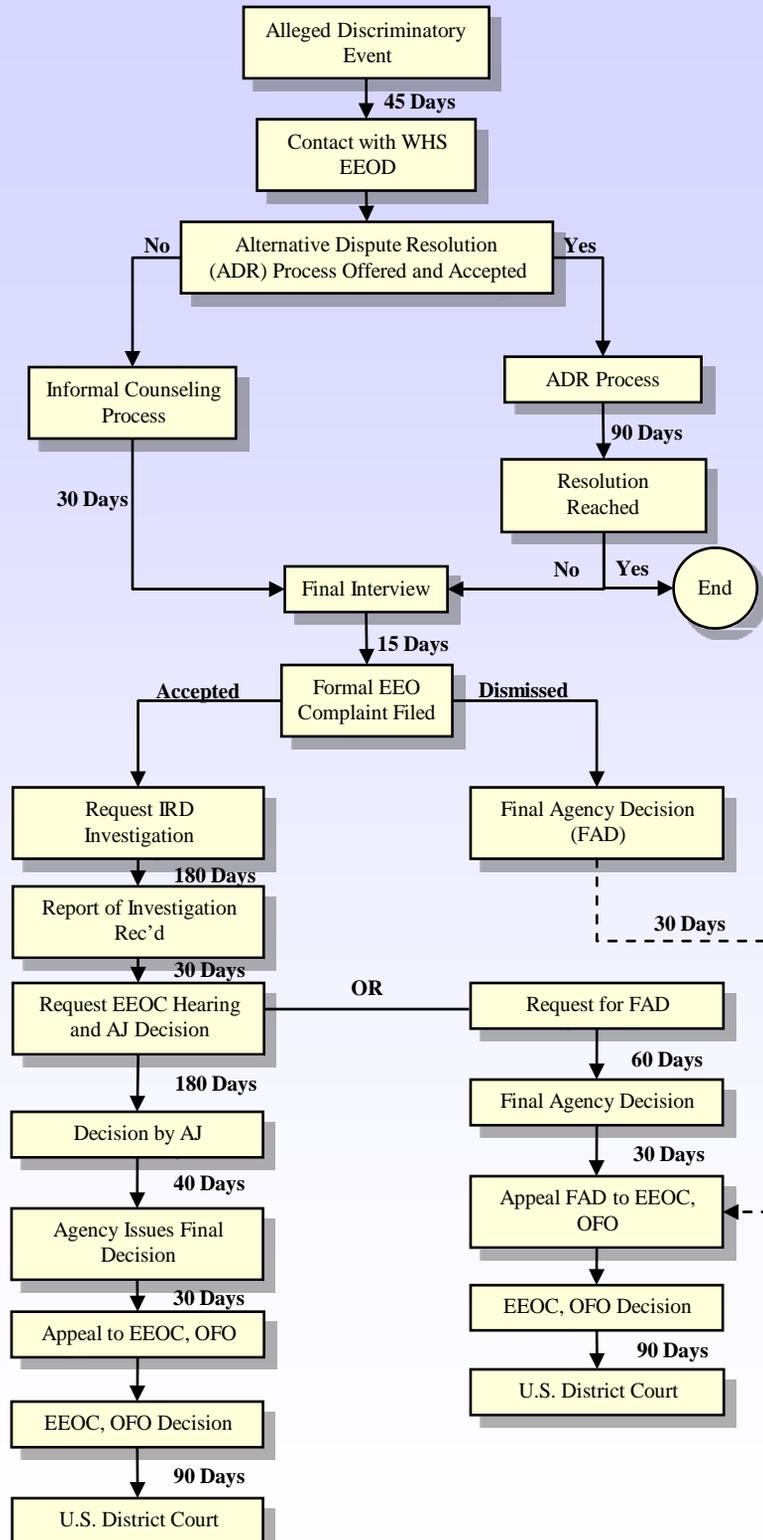
## Equal Employment Opportunity Complaint Process

Directors, managers and supervisors are responsible for ensuring that the work environment is free from discrimination based on the following protected classes: race, color, religion, sex (including sexual harassment, pregnancy, and gender stereotyping), national origin, age (40 and older), disability (mental or physical), genetic information or reprisal (for participating in protected EEO activity).

Employees, former employees, and/or applicants who believe they have been discriminated against based on the above protected classes must contact the EEOD **within 45 days** of the date the alleged discriminatory act occurred or within 45 days of the effective date of an alleged discriminatory personnel action. Prior to filing a formal complaint, aggrieved persons who believe they have been discriminated against will be assigned an EEO Counselor for informal pre-complaint counseling.

As an alternative to traditional EEO counseling, parties may choose to participate in **Alternative Dispute Resolution**, which offers informal, neutral, voluntary, and confidential methods for early dispute resolution, such as mediation.

For more information, visit EEOD online at [www.whs.mil/EEOP](http://www.whs.mil/EEOP). You may also contact EEOD at (571) 372-0832 or [diversity@whs.mil](mailto:diversity@whs.mil). The fax number is (571) 372-0847.



TAB  
6

TAB 6

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART I - PRE-COMPLAINT ACTIVITIES**

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
	<b>TOTAL COMPLETED/ENDED COUNSELING</b>	
C. TOTAL COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS
C.1. COUNSELED WITHIN 30 DAYS	47	47
C.2. COUNSELED WITHIN 31 TO 90 DAYS	47	47
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	32	32
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	14	14
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	12	12
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES	COUNSELING	INDIVIDUALS
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	7	7
D.2. INITIATED DURING THE REPORTING PERIOD	45	45
D.3. COMPLETED/ENDED COUNSELINGS	47	47
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	4	4
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	15	15
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	25	25
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	3
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	5	5

**E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.6.	0	0	\$0.00

**F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	0	0
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

**H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	4	4
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	0	0
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	2	2
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	0	0
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	0	0
H.11. LEAVE RESTORED	0	0
H.12. NEUTRAL REFERENCE	0	0
H.13. Personnel Actions Removed	3	3
H.14.	0	0

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
TOTAL	0	0

ANNUAL FEDERAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART II - FORMAL COMPLAINT ACTIVITIES**

69	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
29	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
99	D. TOTAL COMPLAINTS
86	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
36	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
13	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
63	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
29	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
2	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	6,519			
A.1.b. PERMANENT EMPLOYEES	4,681			
<b>A.2. COUNSELOR</b>	4		3	
A.2.a. FULL-TIME	4	100	2	66.67
A.2.b. PART-TIME	0	0	1	33.33
A.2.c. COLLATERAL DUTY	0	0	0	0
<b>A.3. INVESTIGATOR</b>	95		0	
A.3.a. FULL-TIME	95	100	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
<b>A.4. COUNSELOR/INVESTIGATOR</b>	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF (NS) - TOTAL</b>	0	0	1	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	1	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	1	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>	4	3	94	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	4	3	89	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	5	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	Michael L. Rhodes
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES NO X
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	
	PERSON	
	TITLE	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	
	PERSON	Beatrice Pacheco
	TITLE	EEO Director
4.	WHO DOES THAT PERSON REPORT TO?	
	PERSON	Susan Yarwood
	TITLE	Deputy Director, WHS

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	4	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	2	7	4	4
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	3	10	4	4
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	2	1	1
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	1	2	1	1
E.5 5. Insubordination	0	0	0	0	0	0	0	0	1	6	2	2
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	1	3	1	1
G. PERF. EVAL./APPRAISAL	0	1	0	2	0	0	1	0	0	13	5	5
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	1	1	1
I. HARASSMENT	0	1	0	8	2	0	5	1	9	50	21	21
I.1. NON-SEXUAL	0	1	0	8	2	0	5	1	8	48	20	20
I.2. SEXUAL									1	2	1	1
J. MEDICAL EXAMINATION	0	0	0	1	0	0	0	0	0	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	1	0	0	7	4	4
M. REASSIGNMENT	0	0	0	0	0	0	0	0	1	4	2	2
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	1	4	2	2
N. REASONABLE ACCOMMODATION									0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	0	0	0	3	2	2
V. TIME AND ATTENDANCE	0	1	0	2	0	0	1	0	2	10	5	5
W. TRAINING	0	0	0	0	0	0	0	0	1	7	3	3
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	3	0	14	2	0	8	1	19			
TOTAL ALL COMPLAINTS FILED BY BASES	0	1	0	12	2	0	6	1	10			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINANTS BY BASES	0	1	0	12	2	0	6	1	10			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	0	1	0	0	0	0			1	0	2	0	4	2	2
B. ASSIGNMENT OF DUTIES	1	1	0	0	0	0			2	0	1	0	7	4	4
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	1	0	0	0	0			4	0	1	0	10	4	4
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			1	0	0	0	2	1	1
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			1	0	0	0	2	1	1
E.5.	1	1	0	0	0	0			2	0	1	0	6	2	2
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	1	0	0	0	0	0			1	0	0	0	3	1	1
G. EVALUATION/APPRaisal	0	4	0	0	0	1			2	0	2	0	13	5	5
H. EXAMINATION/TEST	0	0	0	0	0	0			1	0	0	0	1	1	1
I. HARASSMENT	4	9	0	0	0	1			6	0	4	0	50	21	21
I.1. NON-SEXUAL	4	8	0	0	0	1			6	0	4	0	48	20	20
I.2. SEXUAL	0	1	0	0									2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	1	0	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	1	2	0	0	0	1			2	0	0	0	7	4	4
M. REASSIGNMENT	1	1	0	0	0	0			1	0	0	0	4	2	2
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0
M.2. DIRECTED	1	1	0	0	0	0			1	0	0	0	4	2	2
N. REASONABLE ACCOMMODATION DISABILI				0							0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	1	0	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0			0	0	1	0	3	2	2
V. TIME AND ATTENDANCE	1	2	0	0	0	0			1	0	0	0	10	5	5
W. TRAINING	1	1	0	0	0	0			2	0	2	0	7	3	3
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	11	23	0	0	0	3	0	0	23	0	15	0			
TOTAL ALL COMPLAINTS FILED BY BASES	5	10	0	0	0	1	0	0	11	0	7	0			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINANTS BY BASES	5	10	0	0	0	1	0	0	11	0	7	0			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	1	0	0	0	0	0	1	1	1	1	1	1
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	1	0	1	0	3	2	2	2	17	6	6
I.1. NON-SEXUAL	0	0	0	1	1	0	1	0	2	2	2	2	15	5	5
I.2. SEXUAL									1	0	0	0	2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	1	0	0	3	2	2	2
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	1	0	0	3	2	2	2
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	1	0	0	2	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	1	0	0	3	2	2	2
V. TIME AND ATTENDANCE	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	4	1	1	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	1	1	0	0	0	0						
I.1.A. NUMBER OF COUNSELINGS SETTLED	0	0	0	1	1	0	0	0	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	1	1	0	0	0	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	1	1	0	1	0	6						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	0	0	1	1	0	1	0	3						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	0	0	1	1	0	1	0	3						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0			0	0	0	0	1	1	1	1	1	1
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	6	0	0	0	1			1	1	3	0	2	2	2	17	6	6
I.1. NON-SEXUAL	0	5	0	0	0	1			1	1	3	0	2	2	2	15	5	5
I.2. SEXUAL	0	1	0	0									0	0	0	2	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			1	0	0	0	0	0	0	1	1	1
M. REASSIGNMENT	0	2	0	0	0	0			0	0	0	0	0	0	3	2	2	2
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	2	0	0	0	0			0	0	0	0	0	0	3	2	2	2
N. REASONABLE ACCOMMODATION DISABILITY				0								0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION												0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0									0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	1	0	0	0	0			0	0	0	0	0	0	2	1	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	0	0	0			0	0	0	0	0	0	3	2	2	2
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	1	0			0	0	1	0	4	1	1	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	0	1	0	0	0	0	0	0	0	0	1	0						
I.1A. NUMBER OF COUNSELINGS SETTLED	0	1	0	0	0	0	0	0	0	0	1	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.B. NUMBER OF COUNSELEES SETTLED WITH	0	1	0	0	0	0	0	0	0	0	1	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	11	0	0	0	0	0	0	2	1	4	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	4	0	0	0	0	0	0	2	1	3	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	4	0	0	0	0	0	0	2	1	3	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING									0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	1	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	1	1	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0					0	0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
I.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART V - SUMMARY OF CLOSURES BY STATUTE**

29	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
18	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
11	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
58	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	36	29271	813.08
A.1. WITHDRAWALS	5	1965	393.00
A.1.a. NON-ADR WITHDRAWALS	5	1965	393.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	6	5253	875.50
A.2.a. NON-ADR SETTLEMENTS	6	5253	875.50
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	25	22053	882.12
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	15	8928	595.20
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	9	7267	807.44
B.3. DISMISSAL OF COMPLAINTS	6	1661	276.83
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	10	13125	1,312.50
C.1. AJ DECISION FULLY IMPLEMENTED	8	10295	1,286.88
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	8	10295	1,286.88
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	2	2830	1,415.00
C.2.a. FINDING DISCRIMINATION	1	1406	1,406.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	1406	1,406.00
C.2.b. FINDING NO DISCRIMINATION	1	1424	1,424.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	9	959	106.56
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	3	278	92.67
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	1	41	41.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	2	237	118.50
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	2	178	89.00
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	60	60.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	118	118.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	4	503	125.75
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	4	503	125.75
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	6	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	4	\$182,800.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	3	\$137,000.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	2	\$45,800.00
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	\$0.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	5	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	1
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	1
F.2. PROMOTIONS	1	0
F.2.a. RETROACTIVE	1	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	1	0
F.4. REASSIGNMENTS	1	1
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	2	0
F.11. LEAVE RESTORED	1	0
F.12. NEUTRAL REFERENCE	0	1
F.13. 13.	0	0
F.14. 14.	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	63	35082			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	2	45	22.5	26	
A.2. COMPLAINTS PENDING IN INVESTIGATION	9	784	87.11	173	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	48	31123	648.4	1988	570-2011-00386X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	4	3130	782.5	1709	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	34	7265	213.68
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	34	7265	213.68
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	6	904	150.67
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	28	6361	227.18
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	24	5525	230.21
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	4	836	209.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$286,854.53		\$8,436.90
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	0	0	0.00
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$0.00		\$0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
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AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	14	14		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	0	0		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	14	14		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS		
C.1. INHOUSE	4	4		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D.1. MEDIATION	4	4	205	51.25
D.2. SETTLEMENT CONFERENCES	3	3	160	53.33
D.3. EARLY NEUTRAL EVALUATIONS	1	1	45	45.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E.1. TOTAL CLOSED	14	14	551	39.36
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	4	4	214	53.50
E.1.b. NO FORMAL COMPLAINT FILED	3	3	25	8.33
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	7	7	312	44.57
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
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AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

**PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		1	1		
B.2. REJECTED BY COMPLAINANT		0	0		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		1	1		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		1	1		
C.1. INHOUSE		1	1		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		1	1	38	38.00
D.1. MEDIATION		1	1	38	38.00
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		1	1	38	38.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		1	1	38	38.00
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		0	0		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		0	0		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		0	0		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		0	0		
F.2.i.i. RESCINDED		0	0		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		0	0		
F.2.l. NEUTRAL REFERENCE		0	0		
F.2.m.		0	0		



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AGENCY OR DEPARTMENT: DOD Office of the Secretary/Washington Headquarters Services

REPORTING PERIOD: FY 2015

### Form 462 Comments

Part Name COMMENT( expression left | evaluation symbol | expression right | value1 | value2 | comment )

**Part I**

D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 7 | 8 | One complaint (pending at the end of FY14) was transferred to the Defense Logistics Agency (DLA) in January 2015, for further processing, due to a servicing change. That case was deleted from IComplaints.

D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 7 | 8 | One complaint (pending at the end of FY14) was transferred to the Defense Logistics Agency (DLA) in January 2015, for further processing, due to a servicing change. That case was deleted from IComplaints.

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 25 | 29 | There were four complaints that resulted in Complaint filings in FY 15, where the Counseling's were completed in Fiscal Year 14.

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 25 | 29 | There were four complaints that resulted in Complaint filings in FY 15, where the Counseling's were completed in Fiscal Year 14.

**Part II**

A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 69 | 75 | Six complaints (pending at the end of FY14) were transferred to the Defense Logistics Agency (DLA) in January 2015, for further processing, due to a servicing change. The six cases were deleted from IComplaints.

**Part III**

B.2.c. Staff Receiving No Training At All (investigators Agency) | > | 0 | 5 | 0 | According to Investigation Resolution Directorate (IRD), the five individuals missed training due to medical leave, or other leave and are currently scheduled to receive training in the beginning of Fiscal Year 2015.

**Part IX**

A2 -- Cost of Agency Investigations Average | between | 0 and 10000 | 8436.89794117647 | 10000 | The total investigation cost is based on IRD's average cost per investigation and 25% of WHS resources that were used, which is factored in the total salary costs, contractor salary costs, and miscellaneous costs using investigations worksheet (Appendix H).