

**Equal Employment Opportunity Data Posted  
Pursuant to the No FEAR Act:**

**DCMA (Includes Sub-Level Offices)**

For 1st Quarter 2026 for period ending December 31, 2025

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2026 Thru 12-31
	2021	2022	2023	2024	2025	
Number of Complaints Filed	28	29	25	33	28	3
Number of Complainants	28	29	25	33	27	3
Repeat Filers	0	0	0	0	0	0
Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2026 Thru 12-31
	2021	2022	2023	2024	2025	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	16	11	14	15	12	1
Color	0	3	6	8	3	0
Religion	1	7	2	4	2	0
Reprisal	14	13	11	16	19	2
Sex	11	14	11	11	8	0
PDA	0	0	0	0	0	0
National Origin	8	5	5	4	4	0
Equal Pay Act	0	0	0	0	0	0
Age	7	15	7	8	13	1
Disability	9	9	10	17	15	3
Genetics	0	0	0	2	0	0
Non-EEO	1	1	2	0	1	0
Part 3 Complaints By Issue	Comparative Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>  <i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i>  <i>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</i>	Previous Fiscal Year Data					2026 Thru 12-31
	2021	2022	2023	2024	2025	
Appointment/Hire	2	7	1	1	0	0
Assignment of Duties**	6	0	0	0	0	1
Awards	1	1	3	0	1	0
Conversion to Full Time/Perm Status**	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	1	0
Reprimand***	2	0	0	0	0	0
Suspension	2	2	2	4	7	1
Removal	5	0	0	2	1	0
Other Disciplinary Actions***	0	0	0	6	7	0
Duty Hours**	0	1	1	0	0	0
Perf. Eval./ Appraisal	5	5	6	4	4	2
Examination/ Test	0	0	1	0	0	0
Harassment						
Non-Sexual	12	17	16	19	17	2
Sexual	1	2	1	0	1	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	0	0	0	0	3	0
Promotion/Non-Selection	4	4	9	8	4	1
Reassignment						

Reassignment: Denied/Directed	0	0	1	0	4	1
Directed	0	3	2	3	0	0
Reasonable Accommodation Disability	3	2	4	8	8	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	1	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	4	3	2	1
Termination	1	0	1	2	3	0
Terms/Conditions of Employment	5	12	12	0	0	2
Time and Attendance	2	3	4	8	3	1
Training	1	2	2	5	3	0
Other Terms/Conditions of Employment	0	0	0	15	10	2







Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
<b>Part 9 Complaints Pending from Previous Fiscal Years By Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2026 Thru 12-31</b>						
	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>							
Total complaints from previous Fiscal Years	63	42	44	49	34	54						
Total Complainants	60	42	44	47	34	54						
<b>Number complaints pending</b>												
Investigation	2	5	12	1	18	12						
ROI issued, pending Complainant's action	0	2	1	2	2	4						
Hearing	39	23	19	16	17	16						
Final Agency Action	13	7	7	27	13	14						
Appeal with EEOC Office of Federal Operations	11	20	11	14	15	11						
<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2026 Thru 12-31</b>						
	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	7	15	21	9	5	3						