

**Equal Employment Opportunity Data Posted
Pursuant to the No FEAR Act:
DCMA (Includes Sub-Level Offices)**

For 2nd Quarter 2025 for period ending March 31, 2025

Part 1 Complaint Activity	Comparative Data							
	Previous Fiscal Year Data					2025 Thru 03-31		
	2020	2021	2022	2023	2024			
Number of Complaints Filed	36	28	29	25	31	12		
Number of Complainants	36	28	29	25	31	11		
Repeat Filers	2	3	2	2	3	0		
Part 2 Complaints by Basis	Comparative Data							
	Previous Fiscal Year Data					2025 Thru 03-31		
	2020	2021	2022	2023	2024			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>								
Race	20	16	11	14	13	2		
Color	9	0	3	6	5	2		
Religion	3	1	7	2	4	1		
Reprisal	20	14	13	11	14	7		
Sex	17	11	14	11	10	3		
PDA	0	0	0	0	0	0		
National Origin	4	8	5	5	4	2		
Equal Pay Act	0	0	0	0	0	0		
Age	15	7	15	7	8	6		
Disability	12	9	9	10	17	6		
Genetics	0	0	0	0	2	0		
Non-EEO	1	1	1	2	0	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					2025 Thru 03-31
			2020	2021	2022	2023	2024	
Appointment/Hire			2	2	7	1	0	0
Assignment of Duties*			9	6	0	0	0	0
Awards			2	1	1	3	0	1
Conversion to Full Time/Perm Status*			0	0	0	0	0	0
Disciplinary Action								
Demotion			0	0	0	0	1	1
Reprimand**			0	2	0	0	0	0
Suspension			4	2	2	2	3	2
Removal			1	5	0	0	1	0
Other Disciplinary Actions**			0	0	0	0	5	3
Duty Hours*			1	0	1	1	0	0
Perf. Eval./ Appraisal			6	5	5	6	3	2
Examination/Test			0	0	0	1	0	0

Harassment														
Non-Sexual			19	12	17	16	17	7						
Sexual			0	1	2	1	0	1						
Medical Examination			0	0	1	0	1	0						
Pay including overtime			0	0	0	0	0	2						
Promotion/Non-Selection			7	4	4	9	7	2						
Reassignment														
Reassignment: Denied/Directed			3	0	0	1	0	0						
Directed			2	0	3	2	3	1						
Reasonable Accommodation Disability			2	3	2	4	8	4						
Reinstatement*			1	0	0	0	0	0						
Religious Accommodation			0	0	0	1	0	0						
Retirement*			0	0	0	0	0	0						
Sex-Stereotyping			0	0	0	0	0	0						
Telework			5	1	0	4	4	0						
Termination			3	1	0	1	2	3						
Terms/Conditions of Employment*			9	5	12	12	0	0						
Time and Attendance			8	2	3	4	8	1						
Training			2	1	2	2	4	1						
Other Terms/Conditions of Employment*			0	0	0	0	15	5						
Part 4 Processing Time														
Comparative Data														
Previous Fiscal Year Data														
2025 Thru 03-31														
			2020	2021	2022	2023	2024							
Complaints pending during fiscal year														
Average number of days in investigation			277.19	318.03	332.07	319.74	390.22	264.86						
Average number of days in final action			64.22	64.05	94.08	67.23	79.3	17.80						
Complaints pending during fiscal year where hearing was requested														
Average number of days in investigation			289.72	307.94	206.63	268.62	361.22	144						
Average number of days in final action			0.63	0	60.83	61.33	36.8	17.80						
Complaints pending during fiscal year where hearing was not requested														
Average number of days in investigation			259.23	328.12	475.43	430.5	448.25	343.50						
Average number of days in final action			124.15	131.75	232.6	138	83.25	80						
Part 5 Complaints Dismissed by Agency														
Comparative Data														
Previous Fiscal Year Data														
2025 Thru 03-31														
			2020	2021	2022	2023	2024							
Part 5 Complaints Dismissed by Agency			8	6	0	5	5	4						
Average days pending prior to dismissal			270.8	113.67	0	293	37	96.75						
Complaints Withdrawn by Complainants														
Total Complaints Withdrawn by Complainants			2	1	3	0	3	0						
Part 6 Total Final Agency Actions Finding Discrimination														
Comparative Data														
Previous Fiscal Year Data														
2025 Thru 03-31														
			2020		2021		2022		2023		2024			
			#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			1		1		1		0		0		0	
Without Hearing			0	0	0	0	0	0	0	0	0	0	0	0
With Hearing			0	0	1	100	1	100	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 03-31	
	2020		2021		2022		2023		2024			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Findings After Hearing	0		1		1		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	1		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Starting in FY2022, issues marked with:
* are reported under Other Terms / Conditions of Employment.
** are reported under Other Disciplinary Actions.

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.

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
Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 03-31	
	2020	2021	2022	2023	2024							
Total complaints from previous Fiscal Years	60	63	42	44	51	34						
Total Complainants	122	60	42	44	49	33						
Number complaints pending												
Investigation	11	2	5	12	7	22						
ROI issued, pending Complainant's action	3	0	2	1	11	4						
Hearing	91	39	23	19	19	18						
Final Agency Action	30	13	7	7	25	25						
Appeal with EEOC Office of Federal Operations	9	11	20	11	14	7						
Part 10 Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 03-31	
	2020	2021	2022	2023	2024							
Pending Complaints Where Investigations Exceed Required Time Frames	7	7	7	11	9	10						