

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

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

**For 3rd Quarter 2025 for period ending June 30, 2025**

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Number of Complaints Filed	36	28	29	25	31	21
Number of Complainants	36	28	29	25	33	20
Repeat Filers	0	0	0	0	0	0
Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 06-30
	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	15	9
Color	9	0	3	6	8	2
Religion	3	1	7	2	4	2
Reprisal	20	14	13	11	16	14
Sex	17	11	14	11	11	4
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	11
Disability	12	9	9	10	17	10
Genetics	0	0	0	0	2	0
Non-EEO	1	1	1	2	0	1
Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><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></p>	Previous Fiscal Year Data					2025 Thru 06-30
	2020	2021	2022	2023	2024	
Appointment/Hire	2	2	7	1	1	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	4	4
Removal	1	5	0	0	2	1
Other Disciplinary Actions**	0	0	0	0	6	7
Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	1	1	0	0
Perf. Eval./ Appraisal	6	5	5	6	4	4
Examination/ Test	0	0	0	1	0	0

Harassment														
Non-Sexual			19	12	17	16	19	13						
Sexual			0	1	2	1	0	1						
Medical Examination			0	0	1	0	1	0						
Pay including overtime			0	0	0	0	0	3						
Promotion/Non-Selection			7	4	4	9	8	4						
Reassignment														
Reassignment: Denied/Directed			3	0	0	1	0	4						
Directed			2	0	3	2	3	0						
Reasonable Accommodation Disability			2	3	2	4	8	5						
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	3	2						
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	5	3						
Other Terms/Conditions of Employment*			0	0	0	0	15	9						
User Defined - Other 1*			1	0	0	0	0	0						
			Previous Fiscal Year Data					2025 Thru 06-30						
			2020	2021	2022	2023	2024							
Complaints pending during fiscal year														
Average number of days in investigation			277.19	318.03	332.07	319.74	436.63	367.33						
Average number of days in final action			64.22	64.05	94.08	67.23	54.5	45.45						
Complaints pending during fiscal year where hearing was requested														
Average number of days in investigation			289.72	307.94	206.63	268.62	368.67	366.50						
Average number of days in final action			0.63	0	60.83	61.33	36.8	21.38						
Complaints pending during fiscal year where hearing was not requested														
Average number of days in investigation			259.23	328.12	475.43	430.5	532.33	394.25						
Average number of days in final action			124.15	131.75	232.6	138	84	81.00						
Part 5 Complaints Dismissed by Agency			Comparative Data											
			Previous Fiscal Year Data								2025 Thru 06-30			
			2020	2021	2022	2023	2024							
Part 5 Complaints Dismissed by Agency			8	6	0	5	5	5						
Average days pending prior to dismissal			270.8	113.67	0	293	37	106.00						
Complaints Withdrawn by Complainants														
Total Complaints Withdrawn by Complainants			2	1	3	0	3	2						
Part 6 Total Final Agency Actions Finding Discrimination			Comparative Data											
			Previous Fiscal Year Data								2025 Thru 06-30			
			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 06-30			
			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.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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
<b>Findings After Hearing</b>	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
<b>Finding Without Hearing</b>	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.**

Part 8 Finding of Discrimination Rendered by Issue	Comparative Data													
	Previous Fiscal Year Data												2025 Thru 06-30	
	2020		2021		2022		2023		2024					
	#	%	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	0		1		1		0		0		0		0	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	1	100	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	1	100	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>Findings After Hearing</b>	0		1		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												



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>2025 Thru 06-30</b>	
	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>							
Total complaints from previous Fiscal Years	136	63	42	44	51	34						
Total Complainants	122	60	42	44	47	33						
<b>Number complaints pending</b>												
Investigation	11	2	5	12	1	22						
ROI issued, pending Complainant's action	3	0	2	1	2	4						
Hearing	91	39	23	19	16	15						
Final Agency Action	30	13	7	7	27	14						
Appeal with EEOC Office of Federal Operations	9	11	20	11	14	18						
<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2025 Thru 06-30</b>	
	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	7	7	7	44	9	11						