

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

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

For 4th Quarter 2025 for period ending September 30, 2025

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	2020	2021	2022	2023	2024	
Number of Complaints Filed	36	28	29	25	33	28
Number of Complainants	36	28	29	25	33	27
Repeat Filers	0	0	0	0	0	0
Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 09-30
	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	12
Color	9	0	3	6	8	3
Religion	3	1	7	2	4	2
Reprisal	20	14	13	11	16	19
Sex	17	11	14	11	11	8
PDA	0	0	0	0	0	0
National Origin	4	8	5	5	4	4
Equal Pay Act	0	0	0	0	0	0
Age	15	7	15	7	8	13
Disability	12	9	9	10	17	15
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 09-30
	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	7
Removal	1	5	0	0	2	1
Other Disciplinary Actions**	0	0	0	0	6	7
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	17

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
<b>Reassignment</b>						
Reassignment: Denied/Directed	3	0	0	1	0	4
Directed	2	0	3	2	3	0
Reasonable Accommodation Disability	2	3	2	4	8	8
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	3
Training	2	1	2	2	5	3
Other Terms/Conditions of Employment*	0	0	0	0	15	10







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	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>2025 Thru 09-30</b>						
	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>							
Total complaints from previous Fiscal Years	63	63	42	44	49	34						
Total Complainants	57	60	42	44	47	34						
<b>Number complaints pending</b>												
Investigation	2	2	5	12	1	18						
ROI issued, pending Complainant's action	0	0	2	1	2	2						
Hearing	47	39	23	19	16	17						
Final Agency Action	8	13	7	7	27	30						
Appeal with EEOC Office of Federal Operations	4	11	20	11	14	15						
<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2025 Thru 09-30</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	15	21	9	5						