

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

DCMA (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	36	28	29	25	31	9
Number of Complainants	36	28	29	25	31	8
Repeat Filers	2	3	2	2	3	0
Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	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	5
Sex	17	11	14	11	10	2
PDA	0	0	0	0	0	0
National Origin	4	8	5	5	4	1
Equal Pay Act	0	0	0	0	0	0
Age	15	7	15	7	8	4
Disability	12	9	9	10	17	3
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			
			2020	2021	2022	2023
			2024	2025	2026	2027
Appointment/Hire	2	2	7	1	0	0
Assignment of Duties*	9	6	0	0	0	0
Awards	2	1	1	3	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
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	1
Duty Hours*	1	0	1	1	0	0

Perf. Eval./ Appraisal		6	5	5	6	3	1					
Examination/Test		0	0	0	1	0	0					
Harassment												
Non-Sexual		19	12	17	16	17	5					
Sexual		0	1	2	1	0	1					
Medical Examination		0	0	1	0	1	0					
Pay including overtime		0	0	0	0	0	1					
Promotion/Non-Selection		7	4	4	9	7	1					
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	1					
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	2					
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	3					
Part 4 Processing Time	Comparative Data											
	Previous Fiscal Year Data					2025 Thru 12-31						
	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	336.00						
Average number of days in final action	64.22	64.05	94.08	67.23	79.3	0.00						
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	0.00						
Average number of days in final action	0.63	0	60.83	61.33	36.8	0.00						
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	336.00						
Average number of days in final action	124.15	131.75	232.6	138	83.25	0.00						
Part 5 Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2025 Thru 12-31						
	2020	2021	2022	2023	2024							
Part 5 Complaints Dismissed by Agency	8	6	0	5	5	2						
Average days pending prior to dismissal	270.8	113.67	0	293	37	144.50						
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 12-31	
	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 12-31	
	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

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\* 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.

	Comparative Data
	<div>Previous Fiscal Year Data</div> <div>2025 Thru</div>

[illegible]

[illegible]

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 12-31	
	2020		2021		2022		2023		2024			
Total complaints from previous Fiscal Years	136		63		42		44		51		68	
Total Complainants	122		60		42		44		49		66	
Number complaints pending												
Investigation	11		2		5		12		7		24	
ROI issued, pending Complainant's action	3		0		2		1		11		4	
Hearing	91		39		23		19		19		15	
Final Agency Action	30		13		7		7		25		23	
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 12-31	
	2020		2021		2022		2023		2024			
Pending Complaints Where Investigations Exceed Required Time Frames	7		7		7		11		1		3	