

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:								
DCMA (includes sub-level offices)								
For 1st Quarter 2024 for period ending December 31, 2023								
Part 1 Complaint Activity	Comparative Data							
	Previous Fiscal Year Data					2024 Thru 12-31		
	2019	2020	2021	2022	2023			
Number of Complaints Filed	56	36	28	29	25	10		
Number of Complainants	54	36	28	29	25	10		
Repeat Filers	2	0	0	0	0	0		
Part 2 Complaints by Basis	Comparative Data							
	Previous Fiscal Year Data					2024 Thru 12-31		
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>	2019	2020	2021	2022	2023			
Race	23	20	16	11	14	6		
Color	9	9	0	3	6	3		
Religion	8	3	1	7	2	2		
Reprisal	38	20	14	13	11	4		
Sex	29	17	11	14	11	4		
PDA	0	0	0	0	0	0		
National Origin	6	4	8	5	5	3		
Equal Pay Act	0	0	0	0	0	0		
Age	20	15	7	15	7	4		
Disability	21	12	9	9	10	6		
Genetics	1	0	0	0	0	1		
Non-EEO	1	1	1	1	2	0		
Part 3 Complaints By Issue			Comparative Data					
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small> <small>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</small> <small>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.</small>			Previous Fiscal Year Data					2024 Thru 12-31
			2019	2020	2021	2022	2023	
Appointment/Hire			6	2	2	7	1	0
Assignment of Duties*			17	9	6	0	0	0
Awards			3	2	1	1	3	0
Conversion to Full Time/Perm Status*			0	0	0	0	0	0
Disciplinary Action								
Demotion			2	0	0	0	0	1
Reprimand**			2	0	2	0	0	0
Suspension			0	4	2	2	2	1
Removal			0	1	5	0	0	0
Other Disciplinary Actions**			0	0	0	0	0	2
Other Z**			0	0	0	0	0	0
Duty Hours*			1	1	0	1	1	0
Perf. Eval./ Appraisal			10	6	5	5	6	2
Examination/ Test			0	0	0	0	1	0
Harassment								
Non-Sexual			25	19	12	17	16	5
Sexual			3	0	1	2	1	0
Medical Examination			1	0	0	1	0	1
Pay including overtime			3	0	0	0	0	0
Promotion/Non-Selection			7	7	4	4	9	3
Reassignment								
Reassignment: Denied/Directed			3	3	0	0	1	0
Directed			3	2	0	3	2	1
Reasonable Accommodation Disability			6	2	3	2	4	1
Reinstatement*			0	1	0	0	0	0
Religious Accommodation			0	0	0	0	1	0
Retirement*			0	0	0	0	0	0
Sex-Stereotyping			0	0	0	0	0	0
Telework			6	5	1	0	4	1
Termination			5	3	1	0	1	0
Terms/Conditions of Employment*			15	9	5	12	12	0
Time and Attendance			10	8	2	3	4	3
Training			6	2	1	2	2	2
Other Terms/Conditions of Employment*			0	0	0	0	0	5
Part 4 Processing Time	Comparative Data							
	Previous Fiscal Year Data					2024 Thru 12-31		

	2019	2020	2021	2022	2023	2024 Thru 12-31
Complaints pending during fiscal year						
Average number of days in investigation	267.32	277.19	318.03	332.07	319.74	242.43
Average number of days in final action	22.75	64.22	64.05	94.08	67.23	71.50
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	259.21	289.72	307.94	206.63	268.62	204.25
Average number of days in final action	3.21	0.63	0	60.83	61.33	0.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	274.9	259.23	328.12	475.43	430.5	293.33
Average number of days in final action	60.53	124.15	131.75	232.6	138	71.50

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	2	8	6	0	5	3
Average days pending prior to dismissal	47	270.8	113.67	0	293	37.00

Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	2	1	3	0	0

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	1	100	1	100	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2024 Thru 12-31		
	2019		2020		2021		2022		2023				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
	Total Number Findings	0		1		1		1		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	1	100.00	1	100.00	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		0		1		1		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	
PDPA	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	1	100.00	1	100.00	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	0		1		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										2024 Thru	

Part 8 Finding or Discrimination Rendered by Issue	2019		2020		2021		2022		2023		12-31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		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												
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	1	100	1	100	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	1	100	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
Findings After Hearing	0		0		1		1		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												
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	1	100	1	100	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	1	100	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
Findings Without Hearing	0		0		0		0		0		0	

