

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

DCMA (includes sub-level offices)

For 2nd Quarter 2024 for period ending March 31, 2024

Part 1 Complaint Activity	Comparative Data						
	Previous Fiscal Year Data					2024 Thru 03-31	
	2019	2020	2021	2022	2023		
Number of Complaints Filed	56	36	28	29	25	20	
Number of Complainants	54	36	28	29	25	20	
Repeat Filers	2	0	0	0	0	0	
Part 2 Complaints by Basis	Comparative Data						
	Previous Fiscal Year Data					2024 Thru 03-31	
	2019	2020	2021	2022	2023		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>							
Race	23	20	16	11	14	9	
Color	9	9	0	3	6	4	
Religion	8	3	1	7	2	2	
Reprisal	38	20	14	13	11	10	
Sex	29	17	11	14	11	6	
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	5	
Disability	21	12	9	9	10	13	
Genetics	1	0	0	0	0	1	
Non-EEO	1	1	1	1	2	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					2024 Thru 03-31
		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	3
Removal		0	1	5	0	0	1
Other Disciplinary Actions**		0	0	0	0	0	3
Other Z**		0	0	0	0	0	0
Duty Hours*		1	1	0	1	1	0
Perf. Eval./ Appraisal		10	6	5	5	6	3
Examination/ Test		0	0	0	0	1	0
Harassment							
Non-Sexual		25	19	12	17	16	12
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	4
Reassignment							
Reassignment: Denied/Directed		3	3	0	0	1	0
Directed		3	2	0	3	2	2
Reasonable Accommodation Disability		6	2	3	2	4	6
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	4
Termination		5	3	1	0	1	1
Terms/Conditions of Employment*		15	9	5	12	12	0
Time and Attendance		10	8	2	3	4	7
Training		6	2	1	2	2	3
Other Terms/Conditions of Employment*		0	0	0	0	0	11
Part 4 Processing Time	Comparative Data						
	Previous Fiscal Year Data					2024 Thru 03-31	

	2019	2020	2021	2022	2023	2024 Thru 03-31
Complaints pending during fiscal year						
Average number of days in investigation	267.32	277.19	318.03	332.07	319.74	360.83
Average number of days in final action	22.75	64.22	64.05	94.08	67.23	103.00
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	370.50
Average number of days in final action	3.21	0.63	0	60.83	61.33	36.00
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	341.50
Average number of days in final action	60.53	124.15	131.75	232.6	138	67.67

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	2	8	6	0	5	4
Average days pending prior to dismissal	47	270.8	113.67	0	293	33.25

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

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data									2024 Thru 03-31		
	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 03-31
	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
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

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

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	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
Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data											
	Previous Fiscal Year Data						2024 Thru 03-31					
	2019	2020	2021	2022	2023							
Total complaints from previous Fiscal Years	52	136	63	42	44	59						
Total Complainants	42	122	60	42	44	57						
Number complaints pending												
Investigation	0	11	2	5	12	12						
ROI issued, pending Complainant's action	1	3	0	2	1	9						
Hearing	46	91	39	23	19	25						
Final Agency Action	3	30	13	7	7	24						
Appeal with EEOC Office of Federal Operations	4	9	11	20	11	16						
Part 10 Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data						2024 Thru 03-31					
	2019	2020	2021	2022	2023							
Pending Complaints Where Investigations Exceed Required Time Frames	3	7	7	15	21	1						