

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:								
DCMA (includes sub-level offices)								
For 4th Quarter 2024 for period ending September 30, 2024								
Part 1 Complaint Activity	Comparative Data							
	Previous Fiscal Year Data					2024 Thru 09-30		
	2019	2020	2021	2022	2023			
Number of Complaints Filed	56	36	28	29	25	31		
Number of Complainants	54	36	28	29	25	31		
Repeat Filers	2	0	0	0	0	0		
Part 2 Complaints by Basis	Comparative Data							
	Previous Fiscal Year Data					2024 Thru 09-30		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2019	2020	2021	2022	2023			
Race	23	20	16	11	14	13		
Color	9	9	0	3	6	5		
Religion	8	3	1	7	2	4		
Reprisal	38	20	14	13	11	14		
Sex	29	17	11	14	11	10		
PDA	0	0	0	0	0	0		
National Origin	6	4	8	5	5	4		
Equal Pay Act	0	0	0	0	0	0		
Age	20	15	7	15	7	8		
Disability	21	12	9	9	10	17		
Genetics	1	0	0	0	0	2		
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 09-30
			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	5
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	17
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	7
Reassignment								
Reassignment: Denied/Directed			3	3	0	0	1	0
Directed			3	2	0	3	2	3
Reasonable Accommodation Disability			6	2	3	2	4	8
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	2
Terms/Conditions of Employment*			15	9	5	12	12	0
Time and Attendance			10	8	2	3	4	8
Training			6	2	1	2	2	4
Other Terms/Conditions of Employment*			0	0	0	0	0	15
	2019	2020	2021	2022	2023			
Complaints pending during fiscal year								

Average number of days in investigation		267.32		277.19		318.03		332.07		319.74		390.22															
Average number of days in final action		22.75		64.22		64.05		94.08		67.23		79.30															
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		361.22															
Average number of days in final action		3.21		0.63		0		60.83		61.33		36.80															
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		448.25															
Average number of days in final action		60.53		124.15		131.75		232.6		138		83.25															
Part 5 Complaints Dismissed by Agency				Comparative Data																							
				Previous Fiscal Year Data										2024 Thru 09-30													
				2019		2020		2021		2022		2023															
Part 5 Complaints Dismissed by Agency				2		8		6		0		5		5													
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		3													
Part 6 Total Final Agency Actions Finding Discrimination				Comparative Data																							
				Previous Fiscal Year Data										2024 Thru 09-30													
				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 09-30													
				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 09-30
	2019	2020	2021	2022	2023	

[illegible]

Demotion	0	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	0
Suspension	0	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	0
Other Disciplinary Actions**	0	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	0
Duty Hours*	0	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	0
Examination/Test	0	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	0
Non-Sexual	0	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	0
Pay including overtime	0	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	0
Reassignment													
Reassignment: Denied/Directed	0	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	0
Reasonable Accommodation Disability	0	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	0
Religious Accommodation	0	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	0
Sex-Stereotyping	0	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	0
Termination	0	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	0
Time and Attendance	0	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	0
Other Terms/Conditions of Employment*	0	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 09-30		
	2019	2020	2021	2022	2023								
Total complaints from previous Fiscal Years	52	136	63	42	44	51							
Total Complainants	42	122	60	42	44	49							
Number complaints pending													
Investigation	0	11	2	5	12	7							
ROI issued, pending Complainant's action	1	3	0	2	1	11							
Hearing	46	91	39	23	19	19							
Final Agency Action	3	30	13	7	7	25							
Appeal with EEOC Office of Federal Operations	4	9	11	20	11	14							
Part 10 Complaint Investigations	Comparative Data												
	Previous Fiscal Year Data										2024 Thru 09-30		
	2019	2020	2021	2022	2023								
Pending Complaints Where Investigations Exceed Required Time Frames	3	7	7	15	21	0							