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

DCMA-Wide

For 4th Quarter 2009 for period ending September 30, 2009

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious ?	Fiscal Y	Year Da	nta	2009Thru09-30
	2004	2005	2006	2007	2008	2009 1 Hru09-30
Number of Complaints Filed	45	36	35	34	35	32
Number of Complainants	42	34	32	29	31	32
Repeat Filers	4	2	3	4	3	0

Complaints by Dosis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009Thru09- 30
Race	14	12	11	19	11	14
Color	7	5	7	9	4	7
Religion	20	4	0	1	0	3
Reprisal	17	16	18	14	20	11
Sex	20	14	17	17	14	16
National Origin	12	5	5	3	9	5

Equal Pay Act	1	0	1	0	0	1
Age	19	20	13	18	17	15
Disability	9	14	12	10	10	8
Non-EEO	0	0	0	0	0	0
Complete to be I are			Com	parativ	ve Data	ı
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009Thru09- 30
Appointment/Hire	3	1	0	0	2	2
Assignment of Duties	3	3	1	2	2	3
Awards	6	1	1	0	2	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	0	0	0	3	1	0
Suspension	3	2	0	1	2	1
Removal	0	0	0	0	0	0
Other	0	2	0	0	1	2
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	1	1	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	2	9	4	3	13
Sexual	1	0	0	0	1	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime	e)	0	0	2	2	0	()	1
Promotion/Non-Selection	on	17	15	1	6	16	1	1	11
Reassignment									
Denied		1	0	1		0	()	0
Directed		4	1	3	3	1	4	1	0
Reasonable Accommod	ation	0	3	3	3	5	3	3	5
Reinstatement		0	0	C)	0	()	0
Retirement		0	1	C)	0	1	l	1
Termination		1	1	1	L	1	1	l	2
Terms/Conditions of Employment		14	4	1	0	8	1	6	9
Time and Attendance		4	1	1	L	3	2	2	6
Training		5	1	1	L	0	1	1	3
Other		4	0	()	0	()	0
			Coı	mpa	rat	ive D	ata		
Processing Time	I	Previous	Fiscal	l Ye	ar l	Data			2009Thru09-
	2004	2005	200	6	20	007	200	8	30
Complaints pending during fiscal year									
Average number of days in investigation	324.00	309.88	249.	94	21	1.24	278.	48	290.28
Average number of days in final action	985.31	539.00	101.	23	10	2.10	94.7	71	265.90
Complaint pending during fiscal year where hearing was requested									·
Average number	309.67	309.22	233.	40	19	6.18	262.	06	290.13

					1		-	_	1			
Total Number Findings	2		0		1		0		0		0	
	#	9/	ó #	%	#	%	#	%	#	%	#	%
Actions Finding Discrimination		2004	20	005	2	006	2	2007	20	008		30
Total Final Agency			Previ	ous				ative : Data		a	2009	
Total Complaints Withd Complainants	lrawn	by	6		1	3		6	,	7		0
Complaints Withdra Complainants	-	y										
Average days pending p dismissal	rior to)	419	3	9	291		47	1:	21	,	49
Total Complaints Dismi Agency	ssed b	у	7	5	5	12		5		9		7
Agency	ed by		Pr 2004	evio 20		Fisca 200		ear D 2007		008		Thru09- 30
Complaints Dismiss	ed hv	.]						oarati				
Average number of days in final action	1,063	3.59	642.0	50	264	.80	27	2.67	279	9.50	51	17.40
Average number of days in investigation	345	.50	310.7	71	256	5.31	23	8.83	30	1.75	29	90.41
Complaint pending during fiscal year where hearing was not requested												
Average number of days in final action	228	.67	21.0	0	19.	.45	29	0.00	20	0.80	1	4.40
of days in investigation												

With Hearing	0	0	0	0	1	100	0	0	0	0	0	0
Findings of						Comp	ara	tive	Da	ta		
Discrimination Rendered by Basis		I	Prev	vious	Fis	scal Y	ear	Dat	a		20097	Chru09-
Note: Complaints can be	20	004	2005 2006			20	007	20	008	30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
			•	-		-	<u>'</u>	<u> </u>	<u>'</u>	<u> </u>		
Findings Without Hearing	2		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	50	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		-		-	(Compa	arat	tive]	Dat	a		
Findings of		P	rev	ious	Fis	cal Ye	ear	Data	ì		20097	Γhru09-
Discrimination Rendered by Issue	20	004	20	005	2	006	20	07	20	008		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		1		0		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	1	100	0	0	0	0	0	0
Conversion to Full-time	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	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
Evaluation 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												
Non-Sexual	1	50	0	0	0	0	0	0	0	0	0	0
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				ı				ı				
Denied	1	50	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	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
Retirement	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	2	100	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		1		0		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	1	100	0	0	0	0	0	0
Conversion to Full-time	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	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
Evaluation 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		ı				ı					ı	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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												
Denied	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	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
Retirement	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	2		0		0		0		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	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	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
Evaluation 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												
Non-Sexual	1	50	0	0	0	0	0	0	0	0	0	0
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					·							
Denied	1	50	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	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
Retirement	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	2	10	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
						Coı	mp	arati	ve]	Data	l	
Pending Complaints File Previous Fiscal Years by			Pı	revi	ous	Fiscal	Y	ear D	ata	1	20097	Γhru09-
Trevious Lisear Lears by	Ju	us	2004	20	005	2006	5 2	2007	20	008		30
Total complaints from prev Fiscal Years	ious	S	123		76	70		49	4	46		51
Total Complainants			97	4	57	49		42	1	39		42
Number complaints pend	ing											
Investigation			11		7	5		4		4		3
ROI issued, pending Complainant's action			0		0	0		0		0		0
				_			\pm					

Hearing

Final Agency Action

Appeal with EEOC Office of Federal Operations

	Comparative Data																							
Complaint Investigations	Pr	Previous Fiscal Year Data 2009Thru09-												Previous Fiscal Year Data 2009Thru09-										
	2004	2005	2006	2007	2008	30																		
Pending Complaints Where Investigations Exceed Required Time Frames	35	35	20	13	10	9																		