

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

DCMA-Wide

For 1st Quarter 2010 for period ending December 31, 2009

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
Number of Complaints Filed	37	36	34	36	35	6
Number of Complainants	35	33	29	32	35	6
Repeat Filers	2	3	4	3	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Race	13	11	19	11	15	0
Color	5	7	9	4	7	0
Religion	4	0	1	0	3	0
Reprisal	17	18	14	21	11	3
Sex	14	17	17	14	17	0
National Origin	5	5	3	9	5	0
Equal Pay Act	0	1	0	0	1	0

Age	20	14	18	17	16	3
Disability	15	12	10	11	10	1
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Appointment/Hire	1	0	0	2	2	1
Assignment of Duties	4	1	2	2	3	0
Awards	1	1	0	2	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	0	3	1	0	0
Suspension	2	0	1	2	1	0
Removal	1	0	0	0	1	0
Other	3	0	0	1	2	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	0	1	2	3	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	10	4	3	13	1
Sexual	0	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	2	0	0	1	0
Promotion/Non-Selection	15	16	16	12	11	0
Reassignment						

Denied	0	1	0	0	0	0
Directed	1	3	1	4	1	0
Reasonable Accommodation	3	3	5	4	7	0
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	1	2	0
Termination	1	2	1	2	3	1
Terms/Conditions of Employment	4	10	8	17	9	3
Time and Attendance	2	1	3	2	6	0
Training	1	1	0	1	3	0
Other	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	267.44	175.00	143.24	190.67	201.32	185.83
Average number of days in final action	721.00	89.93	88.05	136.29	271.19	21.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	234.56	54.40	91.64	105.59	155.13	0
Average number of days in final action	21.00	19.45	29.00	19.75	14.40	21.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	309.71	221.38	237.83	301.92	270.60	278.75
Average number of	861.00	230.90	253.40	291.67	504.64	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
Findings After Hearing	0		1		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	0	0	1	100	0	0	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
Findings Without Hearing	0		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	0	0	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	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010Thru12- 31	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		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	1	100	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	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

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	0		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	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2010Thru12-31					
	Previous Fiscal Year Data											
	2005	2006	2007	2008	2009							
Total complaints from previous Fiscal Years	71	67	45	42	46	47						
Total Complainants	54	48	40	38	39	46						
Number complaints pending												
Investigation	5	3	2	2	1	16						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	23	10	7	12	18	16						
Final Agency Action	10	6	2	5	0	1						

Appeal with EEOC Office of Federal Operations	4	11	18	14	10	9
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2010Thru12-31
	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceed Required Time Frames	31	15	9	6	4	6