## 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.\*\*

			Cor	mparat	ive Dat	a			
Complaint Activity	omplaint Activity Previous Fiscal Year Data								
	2005	2006	2007	2008	2009	2010Thru12-31			
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			

Compleints by Posis			a			
Complaints by Basis	Pre	vious ]	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru12- 31
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			Com	parati	ve Data	a
Complaints by Issue	Pre	vious l	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru12- 31
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
		Ca		tivo D	-4-	

			Comp	oarative !	Data	
<b>Processing Time</b>	I	Previous	Fiscal Y	ear Data	a	2010Thru12-
	2005	2006	2007	2008	2009	31
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

days in final action												
						Con	ıpa	rati	ve :	Data	ì	
Complaints Dismissed by Agen	сy	P	re	vious	Fis	cal	Yea	ar D	ata		20107	Thru12-
		200	)5	2006	20	007	20	008	20	09	•	31
Total Complaints Dismissed by Agency	5			12		5		5	(	)		3
Average days pending prior to dismissal		38	3	252	4	46	1	97	(	)	,	28
Complaints Withdrawn by Complainants			,							-		
Total Complaints Withdrawn by Complainants		4		3		6	,	7	(	)		0
					C	omp	ara	ativo	e <b>D</b>	ata		
<b>Total Final Agency Actions</b>		Pr	evi	ous F	isc	al Y	ear	· Da	ta		2010	Thru12-
Finding Discrimination	20	05	2	006	20	07	20	08	20	09		31
	#	%	#	%	#	<b>%</b>	#	<b>%</b>	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	0	0	0	0	0	0	0	0
Findings of Discrimination					C	omp	oar	ativ	e D	ata		
Rendered by Basis		P	rev	ious I	isc	cal Y	Zea	r Da	ata		2010	Thru12
Note: Complaints can be filed	2	005	2	2006	20	007	20	008	20	009		31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
								ı		1	1	1
indings 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
								ı		1	1	
indings 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
							i i		İ			
Age	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			
					C	omj	par	ativ	e D	ata	ı				
Findings of Discrimination		Pı	evi	ous I	isc	al Y	'ea	r <b>D</b> a	ta		2010	Γhru12-			
Rendered by Issue	20	005	2	006	20	07	20	008	20	009		31			
	#	%	#	%	#	%	#	%	#	%	#	%			
<b>Total Number Findings</b>	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			

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 After Hearing	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
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
	0	0	0	0	0	0	0	0	0	0	0	0
Other					Ι.		0	0	0	0	0	0
Other Duty Hours	0	0	0	0	0	0	U	U	U	U	U	0
	0	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0	0

	1		. T									
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
1												
Training	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
Training						0	0	0	0		0	
Training Other - User Defined Pending Complaints Filed in	0	0	0		0	0 Con	0 <b>np</b> a	0 arat	0 ive	0 Dat	0 a	
Training Other - User Defined	0	0	0	0	0 s F	0 Con	0 npa	0 arat	0 ive	0 Dat	0 a 2010	0
Training Other - User Defined Pending Complaints Filed in	0	20	0 Pre	0 evious	0 s F	0 Continued in the cont	o npa Ye	0 arat	ive	0 Dat	0 a 2010	0 Γhru12-
Training Other - User Defined  Pending Complaints Filed in Previous Fiscal Years by Stat  Total complaints from previous	0	20	0 Pre	0 evious 200	0 S F 6	Con Ciscal 2007	mpa Ye	0 arat ear I	0 Dat	0 Data	0 a 2010	0 Γhru12- 31
Training Other - User Defined  Pending Complaints Filed in Previous Fiscal Years by Stat  Total complaints from previous Fiscal Years	0	20	Pre	0 <b>evious 200</b> 67	0 S F 6	0 Con Siscal 2007	mpa Ye	0 ear I 2008	0 Dat	0 <b>Dat a 009</b> 46	0 a 2010	0 Γhru12- 31
Training Other - User Defined  Pending Complaints Filed in Previous Fiscal Years by Stat  Total complaints from previous Fiscal Years  Total Complainants	0	200	Pre	0 <b>evious 200</b> 67	0 S F 6	0 Con Siscal 2007	mpa Ye	0 ear I 2008	0 Dat	0 <b>Dat a 009</b> 46	0 a 2010	0 Γhru12- 31
Training Other - User Defined  Pending Complaints Filed in Previous Fiscal Years by Stat  Total complaints from previous Fiscal Years  Total Complainants  Number complaints pending	0	200	Pre 005	0 <b>200</b> 67 48	0 S F 6	0 Con Ciscal 2007 45	mpa Ye	0 arat ear I coos 42	0 Dat	0 Dat a 009 46 39	0 a 2010	0 Thru12- 31 47 46
Training Other - User Defined  Pending Complaints Filed in Previous Fiscal Years by Stat  Total complaints from previous Fiscal Years  Total Complainants  Number complaints pending  Investigation  ROI issued, pending	0	200	Pre 005	0 <b>200</b> 67 48	8 F	0 Con Ciscal 2007 45 40	mpa Ye	0 arat ear I 0008 42 38	0 Dat 2	0 Dat a 0009 446	0 a 2010	0  Thru12- 31  47  46

Appeal with EEOC Office of Federal Operations	4	11	18	14	10	9
			Com	parati	ve Dat	a
Complaint Investigations	Pre	vious l	Fiscal `	Year D	ata	2010Thru12-
	2005	2006	2007	2008	2009	31
Pending Complaints Where Investigations Exceed Required Time Frames	31	15	9	6	4	6