

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

DCMA-Wide

For 1st Quarter 2011 for period ending December 31, 2010

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru12-31
	2006	2007	2008	2009	2010	
Number of Complaints Filed	36	34	36	35	29	6
Number of Complainants	33	29	32	35	28	6
Repeat Filers	3	4	3	0	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Race	11	19	11	15	9	2
Color	7	9	4	7	2	2
Religion	0	1	0	3	0	0
Reprisal	18	14	21	11	14	0
Sex	17	17	14	17	11	5
National Origin	5	3	9	5	3	1

Equal Pay Act	1	0	0	1	0	0
Age	14	18	17	16	9	2
Disability	12	10	11	10	8	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2011Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	0	0	2	2	2	0
Assignment of Duties	1	2	2	3	5	0
Awards	1	0	2	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	0	3	1	0	1	0
Suspension	0	1	2	1	0	0
Removal	0	0	0	1	0	0
Other	0	0	1	2	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	2	3	3	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	4	3	13	8	1
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	2	0	0	1	0	0
Promotion/Non-Selection	16	16	12	11	4	2
Reassignment						
Denied	1	0	0	0	1	1
Directed	3	1	4	1	2	0
Reasonable Accommodation	3	5	4	7	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	2	0	0
Termination	2	1	2	3	2	1
Terms/Conditions of Employment	10	8	17	9	11	1
Time and Attendance	1	3	2	6	2	0
Training	1	0	1	3	2	0
Other	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011Thru12-31
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	175.00	143.24	190.67	201.32	173.48	143.75
Average number of days in final action	89.93	88.05	136.29	271.19	34.00	396.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	54.40	91.64	105.59	155.13	0	0
Average number of days in final action	19.45	29.00	19.75	14.40	14.62	0

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	221.38	237.83	301.92	270.60	271.06	191.67						
Average number of days in final action	230.90	253.40	291.67	504.64	65.00	396.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2011Thru12-31	
	2006		2007		2008		2009		2010			
Total Complaints Dismissed by Agency	12	5	5	0	4	1						
Average days pending prior to dismissal	252	46	197	0	27	65						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	6	7	0	10	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2011Thru12-31	
	2006		2007		2008		2009		2010			
		#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	1		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2011Thru12-31	
<i>Note: Complaints can be</i>	2006	2007	2008	2009	2010							

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						2011Thru12-31					
	Previous Fiscal Year Data											
	2006	2007	2008	2009	2010							
Total complaints from previous Fiscal Years	67	45	42	46	47	35						
Total Complainants	48	40	38	39	46	34						
Number complaints pending												
Investigation	3	2	2	1	1	9						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	10	7	12	18	14	15						
Final Agency Action	6	2	5	0	1	1						
Appeal with EEOC Office of Federal Operations	11	18	14	10	8	8						
Complaint Investigations	Comparative Data						2011Thru12-31					
	Previous Fiscal Year Data											
	2006	2007	2008	2009	2010							

Pending Complaints Where Investigations Exceed Required Time Frames	15	9	6	4	9	8
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