

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Defense Logistics Agency (DLA)

For 2<sup>nd</sup> Quarter 2024 for period ending March 31, 2024

## Part 1 Complaint Activity

Complaints per Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 03-31
Number of Complaints Filed	157	155	113	128	154	55
Number of Complainants	154	148	109	123	148	53
Repeat Filers	3	7	3	5	6	1

## Part 2 Complaints by Basis\*

Complaints per Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 03-31
Race	75	65	51	58	53	23
Color	35	18	24	33	35	13
Religion	7	1	2	13	12	3
Reprisal	71	66	53	56	66	19
Sex	75	73	40	58	70	24
PDA	1	1	1	0	1	0
National Origin	15	6	5	6	8	8
Equal Pay Act	0	0	0	0	0	0
Age	37	49	29	42	42	16
Disability	61	64	64	48	58	29
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	0	0

## Part 3 Complaints by Issue\*

Complaints per Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 03-31
Appointment/Hire	10	6	10	7	16	4
Assignment of Duties	13	10	8	11	10	0
Awards	4	7	2	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	2	2	2	0
Reprimand	4	6	2	4	2	0
Suspension	5	9	7	2	6	1
Removal	8	11	9	6	4	1
Other 1	0	0	1	0	0	0
Other 2	0	0	0	0	0	0
Duty Hours	2	2	1	2	0	0
Perf. Eval./ Appraisal	24	13	24	21	8	2
Examination/Test	0	0	0	2	0	0
Harassment						
Non-Sexual	64	59	47	52	58	24
Sexual	3	4	3	7	8	4
Medical Examination	1	2	0	1	0	0
Pay including overtime	1	2	3	1	0	0

<b>Complaints per Fiscal Year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Thru 03-31</b>
Promotion/Non-Selection	26	26	19	21	21	9
<b>Reassignment</b>						
Denied	3	1	1	1	1	0
Directed	14	10	0	7	1	1
Reasonable Accommodation Disability	11	13	10	8	16	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	0	0	3	4	0
Retirement	2	1	3	0	0	0
Sex-Stereotyping	0	0	0	1	2	0
Telework	7	3	1	4	6	0
Termination	20	17	7	2	13	5
Terms/Conditions of Employment	9	12	5	10	21	0
Time and Attendance	12	6	9	13	12	0
Training	5	1	1	3	7	1
<b>Other Terms/Conditions of Employment</b>						
User Defined – Other 1	0	1	0	2	0	7
User Defined – Other 2	0	0	0	0	0	0
User Defined – Other 3	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0

#### **Part 4 Processing Time**

<b>Complaints pending during Fiscal Year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Thru 03-31</b>
Average number of days in investigation	244.62	221.91	210.72	147.49	170.68	179.93
Average number of days in final action	110.31	120.32	112.97	211.74	92.47	39.65
<b>Complaints pending during fiscal year where hearing was requested</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2022</b>	<b>2024 Thru 03-31</b>
Average number of days in investigation	245.79	220.20	192.74	157.46	208.63	183.70
Average number of days in final action	45.10	71.28	46.66	91.49	15.05	14.69
<b>Complaints pending during fiscal year where hearing was not requested</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Thru 03-31</b>
Average number of days in investigation	242.89	224.09	214.18	139.33	163.50	180.87
Average number of days in final action	213.15	284.00	173.24	356.65	150.92	73.00

#### **Part 5 Complaints Dismissed by Agency**

<b>Complaints per Fiscal Year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Thru 03-31</b>
Total Complaints Dismissed by Agency	29	24	23	18	33	9
Average days pending prior to dismissal	335.24	152.58	100.13	134.44	174.52	64.56
Total Complaints Withdrawn by Complainants	14	12	16	13	9	5

#### **Part 6 Total Final Agency Actions Finding Discrimination**

<b>Complaints per Fiscal Year</b>	<b>2019 (#)</b>	<b>2019 (%)</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 thru 03-31 (#)</b>	<b>2024 thru 03-31 (%)</b>
Total Number Findings	2		1		0		0		1		2	

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 03-31 (#)	2024 thru 03-31 (%)
Without Hearing	1	50	0	0	0	0	0	0	1	100	0	0
With Hearing	1	50	1	100	0	0	0	0	0	0	2	100

**Part 7 Findings of Discrimination Rendered by Basis\*\***

**Total Number Findings**

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 03-31 (#)	2024 thru 03-31 (%)
<b>Total Number Findings</b>	2		1		0		0		1		2	
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	0	0	0	0	0	0	0	0	0	2	100
Sex	0	0	0	0	0	0	0	0	1	100	1	50
PDA	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	2	100	1	100	0	0	0	0	0	0	0	0
Genetics	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**

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 03-31 (#)	2024 thru 03-31 (%)
<b>Findings After Hearing</b>	1		1		0		0		0		2	
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	100	0	0	0	0	0	0	0	0	2	100
Sex	0	0	0	0	0	0	0	0	0	0	1	50
PDA	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	1	100	0	0	0	0	0	0	0	0
Genetics	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

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 03-31 (#)	2024 thru 03-31 (%)
<b>Findings Without Hearing</b>	1		1		0		0		1		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	1	100	0	0
PDA	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	1	100	0	0	0	0	0	0	0	0
Genetics	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

Part 8 Findings of Discrimination Rendered by Issue

Total Number Findings

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 03-31 (#)	2024 thru 03-31 (%)
<b>Total Number Findings</b>	2		1		0		0		1		2	
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	1	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	9	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	5	50
Other 1	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
Duty Hours	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
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	1	50

<b>Complaints per Fiscal Year</b>	<b>2019 (#)</b>	<b>2019 (%)</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 thru 03-31 (#)</b>	<b>2024 thru 03-31 (%)</b>
Medical Examination	1	50	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
<b>Reassignment</b>												
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 Disability	1	50	1	50	0	0	0	0	0	0	0	0
Reinstatement	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
Retirement	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
Telework	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
<b>Other</b>												
User Defined – Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0	0	0	0	0	0	0

### Findings After Hearing

<b>Fiscal Year</b>	<b>2019 (#)</b>	<b>2019 (%)</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 thru 03-31 (#)</b>	<b>2024 thru 03-31 (%)</b>
<b>Findings After Hearing</b>	1		1		0		0		0		2	
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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
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

<b>Fiscal Year</b>	<b>2019 (#)</b>	<b>2019 (%)</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 thru 03-31 (#)</b>	<b>2024 thru 03-31 (%)</b>
Suspension	0	0	0	0	0	0	0	0	1	100	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	50
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
Perf. Eval./ 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
<b>Harassment</b>												
Non-Sexual	1	100	0	0	0	0	0	0	0	0	1	50
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
<b>Reassignment</b>												
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 Disability	1	100	1	100	0	0	0	0	0	0	0	0
Reinstatement	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
Retirement	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
Telework	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
<b>Other</b>												
User Defined – Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0	0	0	0	0	0	0

## Findings Without Hearing

Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 03-31 (#)	2024 thru 03-31 (%)
<b>Findings Without Hearing</b>	1		0		0		0		1		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	1	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
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
Perf. Eval./ 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
<b>Harassment</b>												
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	1	100	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
<b>Reassignment</b>												
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 Disability	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
Religious Accommodation	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
Sex-Stereotyping	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
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
<b>Other</b>												

<b>Fiscal Year</b>	<b>2019 (#)</b>	<b>2019 (%)</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 thru 03-31 (#)</b>	<b>2024 thru 03-31 (%)</b>
User Defined – Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined – Other 4	0	0	0	0	0	0	0	0	0	0	0	0

**Part 9 Pending Complaints Filed in Previous Fiscal Years by Status**

<b>Fiscal Year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Thru 03-31</b>
Total complaints from previous Fiscal Years	109	129	140	59	50	97
Total Complainants	102	128	131	59	50	93
<b>Number complaints pending</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Thru 03-31</b>
Investigation	6	5	7	2	2	23
ROI issued, pending Complainant's action	0	0	2	0	0	4
Hearing	84	88	84	41	44	66
Final Agency Action	24	42	54	18	2	9
Appeal with EEOC Office of Federal Operations	23	26	29	35	38	43

**Part 10 Complaint Investigations**

<b>Fiscal Year</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 Thru 03-31</b>
Pending Complaints Where Investigations Exceed Required Time Frames	17	15	7	3	4	9

*\*Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

*\*\* Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*