

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

Defense Logistics Agency (DLA)

For 1st Quarter 2024 for period ending December 31, 2023

Part 1 Complaint Activity

Complaints per Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 12-31
Number of Complaints Filed	157	155	113	128	154	31
Number of Complainants	154	148	109	123	148	29
Repeat Filers	3	7	3	5	6	1

Part 2 Complaints by Basis*

Complaints per Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 12-31
Race	75	65	51	58	53	14
Color	35	18	24	33	35	9
Religion	7	1	2	13	12	2
Reprisal	71	66	53	56	66	10
Sex	75	73	40	58	70	14
PDA	1	1	1	0	1	0
National Origin	15	6	5	6	8	5
Equal Pay Act	0	0	0	0	0	0
Age	37	49	29	42	42	10
Disability	61	64	64	48	58	18
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 12-31
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	1
Examination/Test	0	0	0	2	0	0
Harassment						
Non-Sexual	64	59	47	52	58	14
Sexual	3	4	3	7	8	2
Medical Examination	1	2	0	1	0	0
Pay including overtime	1	2	3	1	0	0

Complaints per Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 12-31
Promotion/Non-Selection	26	26	19	21	21	5
Reassignment						
Denied	3	1	1	1	1	0
Directed	14	10	0	7	1	1
Reasonable Accommodation Disability	11	13	10	8	16	3
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	0
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	0
Other Terms/Conditions of Employment						
User Defined – Other 1	0	1	0	2	0	5
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

Complaints pending during Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 12-31
Average number of days in investigation	244.62	221.91	210.72	147.49	170.68	176.32
Average number of days in final action	110.31	120.32	112.97	211.74	92.47	46.33
Complaints pending during fiscal year where hearing was requested	2019	2020	2021	2022	2022	2024 Thru 12-31
Average number of days in investigation	245.79	220.20	192.74	157.46	208.63	179.40
Average number of days in final action	45.10	71.28	46.66	91.49	15.05	3.50
Complaints pending during fiscal year where hearing was not requested	2019	2020	2021	2022	2023	2024 Thru 12-31
Average number of days in investigation	242.89	224.09	214.18	139.33	163.50	179.11
Average number of days in final action	213.15	284.00	173.24	356.65	150.92	79.14

Part 5 Complaints Dismissed by Agency

Complaints per Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 12-31
Total Complaints Dismissed by Agency	29	24	23	18	33	2
Average days pending prior to dismissal	335.24	152.58	100.13	134.44	174.52	46.50
Total Complaints Withdrawn by Complainants	14	12	16	13	9	2

Part 6 Total Final Agency Actions Finding Discrimination

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 12-31 (#)	2024 thru 12-31 (%)
Total Number Findings	2		1		0		0		1		0	

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 12-31 (#)	2024 thru 12-31 (%)
Without Hearing	1	50	0	0	0	0	0	0	1	100	0	0
With Hearing	0	50	1	100	0	0	0	0	0	0	0	0

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 12-31 (#)	2024 thru 12-31 (%)
Total Number Findings	2		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	1	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	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 12-31 (#)	2024 thru 12-31 (%)
Findings After Hearing	1		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	1	100	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	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

Findings Without Hearing

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 12-31 (#)	2024 thru 12-31 (%)
Findings Without Hearing	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 12-31 (#)	2024 thru 12-31 (%)
Total Number Findings	2		1		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
Disciplinary Action												
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	0	0
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
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

Complaints per Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 12-31 (#)	2024 thru 12-31 (%)
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
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 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
Other												
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

Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 12-31 (#)	2024 thru 12-31 (%)
Findings After Hearing	1		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	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
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

Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 12-31 (#)	2024 thru 12-31 (%)
Suspension	0	0	0	0	0	0	0	0	1	100	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
Harassment												
Non-Sexual	1	100	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 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
Other												
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 12-31 (#)	2024 thru 12-31 (%)
Findings Without Hearing	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
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
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
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	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
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 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
Other												

Fiscal Year	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 thru 12-31 (#)	2024 thru 12-31 (%)
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

Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 12-31
Total complaints from previous Fiscal Years	109	129	140	59	50	123
Total Complainants	102	128	131	59	50	117
Number complaints pending	2019	2020	2021	2022	2023	2024 Thru 12-31
Investigation	6	5	7	2	2	36
ROI issued, pending Complainant's action	0	0	2	0	0	16
Hearing	84	88	84	41	44	63
Final Agency Action	24	42	54	18	2	8
Appeal with EEOC Office of Federal Operations	23	26	29	35	38	39

Part 10 Complaint Investigations

Fiscal Year	2019	2020	2021	2022	2023	2024 Thru 12-31
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.*