

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

DLA

For 4th Quarter 2009 for period ending September 30, 2009

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed	44	66	114	93	98	110
Number of Complainants	44	66	114	93	86	103
Repeat Filers	0	8	9	4	7	4

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Race	21	33	51	25	36	49
Color	7	15	13	10	12	22
Religion	1	3	2	2	2	6
Reprisal	23	39	40	30	33	38
Sex	24	27	44	46	44	48
National Origin	5	6	6	9	9	17

Equal Pay Act	2	1	1	0	1	0
Age	14	28	37	38	45	43
Disability	14	16	33	23	23	29
Non-EEO	0	0	0	0	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	1	1	2	2	6	12
Assignment of Duties	2	8	8	7	5	6
Awards	1	5	4	5	0	3
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	1	1
Reprimand	0	1	2	4	4	5
Suspension	0	9	7	5	2	6
Removal	1	1	2	3	4	4
Other	0	2	5	5	1	2
Duty Hours	1	3	0	1	0	5
Evaluation Appraisal	0	0	2	6	6	4
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	12	20	18	22	21	40
Sexual	3	1	3	2	4	5
Medical Examination	0	0	0	1	1	1

Pay (Including Overtime)	3	2	1	0	6	4
Promotion/Non-Selection	18	20	45	31	35	17
Reassignment						
Denied	0	1	0	1	1	1
Directed	2	0	3	2	6	4
Reasonable Accommodation	2	7	6	6	3	3
Reinstatement	0	0	0	0	0	0
Retirement	2	1	2	0	5	0
Termination	3	2	3	5	9	12
Terms/Conditions of Employment	0	4	4	1	4	10
Time and Attendance	3	4	7	6	3	4
Training	0	4	1	4	2	3
Other	6	14	21	0	1	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	294.33	308.18	274.02	255.52	240.57	212.88
Average number of days in final action	446.25	116.00	226.12	195.13	293.07	97.10
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	197.00	298.23	265.87	352.00	234.09	205.79
Average number of days in final action	8.50	23.22	36.46	22.44	54.38	19.88

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	343.00	311.58	276.80	251.14	246.33	217.03						
Average number of days in final action	884.00	199.50	294.61	350.55	426.30	149.60						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency	2	2	23	19	13	15						
Average days pending prior to dismissal	373	131	77	125	135	51						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	0	8	4	15	17						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		1		0	
Without Hearing	0	0	0	0	1	100	1	100	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%

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										2009Thru09-30	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		1		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	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

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		1		1		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	1	100	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	1	100	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						2009Thru09-30					
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years	37	75	120	124	127	94						
Total Complainants	25	49	41	51	107	84						
Number complaints pending												
Investigation	13	11	6	2	0	4						
ROI issued, pending Complainant's action	3	0	0	0	0	0						
Hearing	13	11	6	2	0	4						
Final Agency Action	4	17	16	22	5	2						
Appeal with EEOC Office of Federal Operations	2	10	21	12	25	21						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2009Thru09-						

	2004	2005	2006	2007	2008	30
Pending Complaints Where Investigations Exceed Required Time Frames	16	28	19	11	8	12