

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2003

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COUNSELED	506	450
1. COUNSELED WITHIN 30 DAYS	368	315
2. COUNSELED WITHIN 31 TO 90 DAYS	128	125
3. COUNSELED BEYOND 90 DAYS	10	10
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COUNSELED	12	12
1. COUNSELED WITHIN 30 DAYS	4	4
2. COUNSELED WITHIN 31 TO 90 DAYS	7	7
3. COUNSELED BEYOND 90 DAYS	1	1

COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	518	462
1. COUNSELED WITHIN 30 DAYS	372	319
2. COUNSELED WITHIN 31 TO 90 DAYS	135	132
3. COUNSELED BEYOND 90 DAYS	11	11
4. COUNSELED DUE TO REMANDS	0	0

D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT		
	COUNSELINGS	INDIVIDUALS
TOTAL	351	302
1. EEO COUNSELOR	341	292
2. ADR INTAKE OFFICER	10	10

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	13	13	\$ 127251.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	4	4	\$ 80415.00
3. LUMP SUM PAYMENT	8	8	\$ 219836.00
4. ATTORNEYS FEES AND COSTS	1	1	\$ 2000.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	149	128
1. NEW HIRES	0	0
2. PROMOTIONS	2	2
3. REINSTATEMENTS	0	0
4. EXPUNGEMENTS	0	0
5. TRANSFERS	2	2
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0
7. REASONABLE ACCOMMODATIONS	0	0
8. TRAINING	40	37
9. APOLOGY	102	84
10. Restored Leave	1	1
11. PD Change	1	1
12. Memo in OPF	1	1

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	\$ 300.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	1	1	\$ 300.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	39	39
1. NEW HIRES	0	0
2. PROMOTIONS	3	3
3. REINSTATEMENTS	2	2
4. EXPUNGEMENTS	3	3
5. TRANSFERS	3	3
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0
7. REASONABLE ACCOMMODATIONS	7	7
8. TRAINING	11	11
9. APOLOGY	4	4
10. Desk Audit	1	1
11. Reassignment	1	1
12. Position Review/Priority Consider and Ltr Recomm.	4	4

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PART II FORMAL COMPLAINT ACTIVITIES

244	A COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
167	B COMPLAINTS FILED
4	C REMANDS
415	D TOTAL COMPLAINTS (sum of lines A+B+C)
380	E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
158	F COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
35	G COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
16	H COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
241	I COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
160	J INDIVIDUALS FILING COMPLAINTS
15	K NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY RESOURCES

	NUMBER	PERCENT
1. WORK FORCE		
a. TOTAL WORK FORCE	21262	
b. PERMANENT EMPLOYEES	20716	
2. COUNSELOR	45	
a. FULL-TIME	3	6.67
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	42	93.33
3. INVESTIGATOR	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
4. COUNSELOR/INVESTIGATOR	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COJNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	0	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	45	11	0	2	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	26	10	0	0	0	0
b. STAFF RECEIVING 32 OR MORE HOURS. GENERALLY GIVEN TO NEW STAFF	13	1	0	2	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	6	0	0	0	0	0

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
	X	
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON:		
TITLE:		

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PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE			
	RACE				SEX		NATIONAL ORIGIN					EQUAL PAY ACT	MENTAL				PHYSICAL		
	AMER INDIAN/ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE									
A. APPOINTMENT/HIRE	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	3	2	1	6	3	0	1	1	3	0	1	23	7	7	7	7	7
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	8	1	0	8	3	5	0	1	0	0	0	39	21	21	21	21	21
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRISAL	0	0	3	0	1	5	2	4	0	1	0	2	1	20	8	8	8	8	8
3. SUSPENSION	0	0	4	0	0	3	1	0	0	0	0	0	0	10	6	6	6	6	6
4. REMOVAL	0	0	1	0	0	0	0	1	0	0	0	0	0	9	7	7	7	7	7
5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	1	0	0	2	1	0	0	0	0	0	0	6	2	2	2	2	2
G. EVALUATION/APPRaisal	0	0	2	0	0	3	0	3	0	0	0	0	1	11	4	4	4	4	4
H. EXAMINATION/TEST	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1	1	1	1
I. HARASSMENT	1	0	20	2	11	6	22	12	12	1	1	1	16	118	35	34	34	34	34
1. NON-SEXUAL	1	0	20	2	11	6	19	11	10	1	1	1	16	112	32	31	31	31	31
2. SEXUAL	0	0	0	0	0	0	3	1	2	0	0	0	0	6	3	3	3	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	4	0	2	1	5	7	0	0	0	0	0	34	10	10	10	10	10
L. PROMOTION/NON-SELECTION	1	1	30	8	18	2	19	21	22	4	2	0	34	171	68	66	66	66	66
M. REASSIGNMENT	0	0	6	0	4	0	5	3	2	0	0	0	2	23	9	9	9	9	9
1. DENIED	0	0	3	0	1	0	1	2	0	0	0	0	2	9	4	4	4	4	4
2. DIRECTED	0	0	3	0	3	0	4	1	2	0	0	0	0	14	5	5	5	5	5
N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2	2
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	1	1	1	0	0	0	2	1	0	0	3	10	4	4	4	4	4
Q. TERMINATION	0	0	3	1	1	0	3	1	0	0	1	0	2	18	7	7	7	7	7
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	1	3	2	1	3	0	1	2	0	0	3	19	5	5	5	5	5
S. TIME AND ATTENDANCE	0	0	1	0	1	1	0	1	1	0	0	0	2	9	3	3	3	3	3
T. TRAINING	0	0	2	1	2	0	2	1	0	0	1	0	7	17	10	10	10	10	10
U. OTHER (Please specify below)	0	0	0	0	0	0	1	0	2	0	0	0	0	3	2	2	2	2	2
-Hostile Work Environment	0	0	3	0	1	0	1	1	2	0	0	0	0	8	3	3	3	3	3
-Disparate Treatment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ISSUES BY BASES	2	1	85	18	47	12	81	55	52	11	8	0	91	38	38	38	38	38	38
TOTAL COMPLAINTS FILED BY BASES	1	1	79	18	46	10	64	49	43	8	8	0	83	15	15	15	15	15	15
TOTAL COMPLAINTS BY BASES	1	1	71	16	43	10	59	48	43	8	8	0	81	14	14	14	14	14	14

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

162	1. TITLE VII
67	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
37	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

266 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	174	96568	554.99
1. WITHDRAWALS	12	3479	289.92
2. SETTLEMENTS	36	19187	532.97
3. FINAL AGENCY DECISIONS (B+C)	126	73902	586.52
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	65	26402	
1. FINDING DISCRIMINATION	2	1108	554.00
2. FINDING NO DISCRIMINATION	38	23387	615.45
3. DISMISSAL OF COMPLAINTS	25	1907	76.28
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	61	47500	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	59	44950	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	59	44950	761.86
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b)	1	482	
(a) FINDING DISCRIMINATION (i+ii+iii)	1	482	482.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	482	482.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	1	2068	2068.00

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**PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	38	
B. CLOSURES WITH MONETARY BENEFITS	22	\$ 458876.75
1. BACK PAY/FRONT PAY	5	\$ 196947.55
2. LUMP SUM PAYMENT	17	\$ 280910.20
C. CLOSURES WITH NON-MONETARY BENEFITS	15	
D. CLOSURES WITH COMPENSATORY DAMAGES	1	\$ 10000.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	6	\$ 11500.00
	NUMBER WITH	NUMBER WITH
F. TYPES OF CORRECTIVE ACTION	MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRE	1	1
a. RETROACTIVE	1	1
b. NON-RETROACTIVE	0	0
2. PROMOTION	4	4
a. RETROACTIVE	3	0
b. NON-RETROACTIVE	1	4
3. DISCIPLINARY ACTION	2	0
a. RESCINDED	0	0
b. MODIFIED	2	0
4. REINSTATEMENT	1	0
5. REASSIGNMENT	0	2
6. PERFORMANCE EVALUATION MODIFIED	1	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	1	4
8. ACCOMMODATION	2	2
9. TRAINING/TUITION/ETC.	2	6
10. LEAVE RESTORED	6	4
11. Priority Consideration	0	1
12. Cash Settlement	3	0
13. Apology	1	1

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PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	241	94185		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	4	71	17.75	33
2. COMPLAINTS PENDING IN INVESTIGATION	115	22540	196.00	1281
3. COMPLAINTS PENDING IN HEARINGS	87	51931	596.91	3392
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	35	19643	561.23	1714

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	112	26450	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. COST OF AGENCY INVESTIGATIONS	\$ 0.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	112	26450	236.16
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	31	4175	134.68
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	66	15626	236.76
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	15	6649	443.27
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 267869.23		

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PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	3	3	245	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	519	469		
2. REJECTED BY INDIVIDUAL	463	415		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	56	54		
C. RESOURCES USED (1+2+3+4+5+6+7)	58	56		
1. INHOUSE	45	45		
2. ANOTHER FEDERAL AGENCY	10	8		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	3	3		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	58	56	2783	47.98
1. MEDIATION	56	54	2640	47.14
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	2	2	143	71.50
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	58	56	2822	48.66
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	40	40	1854	46.35
b. NO FORMAL COMPLAINT FILED	9	7	539	59.89
c. NO RESOLUTION	6	6	389	64.83
d. NO ADR ATTEMPT	3	3	40	13.33
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	1	1	70	70.00

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	63	61		
2. REJECTED BY COMPLAINANT	43	43		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	20	18		
C. RESOURCES USED (1+2+3+4+5+6+7)	20	18		
1. INHOUSE	16	14		
2. ANOTHER FEDERAL AGENCY	4	4		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	20	18	2860	143.00
1. MEDIATION	13	13	304	61.85
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	7	5	2056	293.71
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	20	18	2860	143.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	11	9	2258	205.27
b. WITHDRAWAL FROM EEO PROCESS	1	1	27	27.00
c. NO RESOLUTION	8	8	575	71.88
d.	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	8	7	\$ 46674.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	1	1	\$ 21738.00	
c. LUMP SUM	5	4	\$ 19936.00	
d. ATTORNEY'S FEES AND COSTS	2	2	\$ 5000.00	
e.	0	0	\$ 0	
f.	0	0	\$ 0	
g.	0	0	\$ 0	
2. NON-MONETARY (INSERT TOTAL)	4	4		
a. NEW HIRES	0	0		
b. PROMOTIONS	1	1		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	1	1		
e. TRANSFERS	0	0		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	2	2		
h. TRAINING	2	2		
i. APOLOGY	1	1		
j.	0	0		
k.	0	0		
l.	0	0		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency **REPORTING PERIOD:** FY 2003

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	1954	411
2.	EMPLOYEES	19308	3553
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		21262	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		NUMBER	
		76	
1.	FULL TIME	22	
2.	PART TIME	0	
3.	COLLATERAL DUTY	54	
D. ADR FUNDING SPENT		AMOUNT	
		\$ 3525.00	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2002 through September 30, 2003 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Fania J Magana, Director of Equal Employment Opportunity

SIGNATURE OF CERTIFYING OFFICIAL: *Fania J. Magana*

TYPED NAME AND TITLE OF PREPARER: Frances E Williams, EEO Specialist

SIGNATURE OF PREPARER: *Frances E Williams*

DATE: 11/26/2003 **TELEPHONE NUMBER:** 703-767-6144 **E-MAIL:** frances.williams@dla.mil

This report is due to the following address on or before October 31st:
 U.S. Equal Employment Opportunity Commission
 Office of Federal Operations
 Federal Sector Programs
 1801 L Street, NW
 Washington, DC 20507

Appendix A - Comments

Part 1

Six cases were counseled beyond 90 days due to the workload and schedules of the Specialists handling these cases (DSCP)

Part 2

Part 2.

Two complaints from previous years were shown as closed in 1999 (DM 97-950 and DM 98-947). FAD not issued until 2003. (DDC)

One complaint from previous year shown as closed (DM 98-001). FAD not issued until 2003. (DDC)

One complaint from FY 02 (JQ-02-098A) was split into two cases during 2003 as some issues were subsumed into a class complaint while others were accepted for investigation. (DDC)

Three complaints were not counted in FY 2003 462 report. (DDC)

After review,

Part 3

Part 3.

Reduction in the number of collateral duty counselors. (DSCC)

Part 6

Part 6, A.3

DLA took an average of 406 days to issue a FAD. It took DLA an average of 778 days to issue a final action when EEOC was involved. EEOC's involvement increased our average number of days by 48%.

Part 8

A.3. Case Number DT 94-037, Robert E. Shepherd. Hearing Number 350-95-8614X. Acknowledgement order never rec'd. from EEOC Phoenix. According to file, after Mr. S requested a hearing (3/21/95) he went on active military duty. When he returned, sent another request to EEOC Phoenix telling them that Mr. S still wanted a hearing. Last communication-EEOC advised no record & we should take no action unless Mr. S inquired. If so, EEOC advised to dismiss for failure to prosecute. Depot closed.

A.4. Case number JQ 99-021, Harmon Bradford. Consolidated cases DT 98-042 & JQ 99-046. Mr. B requested a hearing on 7/12/00. During hearing (3/26/02) he asked judge to cancel and requested a FAD. Notified by EEOC (6/27/02) of FAD request. During FAD prep cp was remanded to the field activity for further invest. The supp ROI sent to HQ (8/03). FAD is being finalized.