

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

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Number of Complaints Filed	123	117	157	155	113	127
Number of Complainants	114	116	154	148	109	123
Repeat Filers	5	1	3	7	3	5

Complaints by Basis*

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Race	50	46	75	65	51	57
Color	23	22	35	18	24	32
Religion	3	1	7	1	2	13
Reprisal	54	52	71	66	53	56
Sex	39	59	75	73	40	58
PDA	1	0	1	1	1	0
National Origin	10	18	15	6	5	6
Equal Pay Act	1	0	0	0	0	0
Age	41	34	37	49	29	41
Disability	44	48	61	64	48	37
Genetics	0	1	0	0	0	3
Non-EEO	2	1	1	0	0	0

Complaints by Issue*

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Appointment/Hire	11	9	10	6	10	7
Assignment of Duties	14	11	13	10	8	11
Awards	3	4	4	7	2	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action	0	1	2	2	2	2
Demotion	2	3	4	6	2	4
Reprimand	5	4	5	9	7	2
Suspension	2	2	8	11	9	6
Removal	0	0	0	0	1	0
Other	3	3	2	2	1	2
Duty Hours	4	10	11	7	11	11
Perf. Eval./ Appraisal	2	0	0	0	0	2
Examination/Test	0	1	2	2	2	2
Harassment	37	55	64	59	47	52
Non-Sexual	6	5	3	4	3	7
Sexual	1	3	1	2	0	1
Medical Examination	1	2	1	2	3	1
Pay including overtime	24	31	26	26	19	20
Promotion/Non-Selection	37	55	64	59	47	52

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Reassignment	0	2	3	2	1	1
Denied	4	8	14	10	0	7
Directed	8	10	11	13	10	7
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	1	0	0	3
Religious Accommodation	1	0	2	1	3	0
Retirement	2	0	0	0	0	1
Sex-Stereotyping	4	1	7	3	1	4
Telework	7	9	20	17	7	2
Termination	9	6	9	12	5	10
Terms/Conditions of Employment	9	10	12	6	9	13
Time and Attendance	2	9	5	1	1	5
Training	4	8	14	10	0	7
Other	1	0	1	1	0	2
User Defined – Other 1	1	0	1	1	0	2
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

Processing Time

Complaints pending during Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Average number of days in investigation	205.21	226.99	244.62	221.91	210.72	147.49
Average number of days in final action	140.92	114.38	110.31	120.32	112.97	211.74
Complaints pending during fiscal year where hearing was requested	2017	2018	2019	2020	2021	2022 Thru 09-30
Average number of days in investigation	210.19	234.54	245.79	220.20	192.74	157.46
Average number of days in final action	69.46	57.17	45.10	71.28	46.66	91.49
Complaints pending during fiscal year where hearing was not requested	2017	2018	2019	2020	2021	2022 Thru 09-30
Average number of days in investigation	196.41	218.94	242.89	224.09	214.18	139.33
Average number of days in final action	221.04	201.68	213.15	284.00	173.24	356.65

Complaints Dismissed by Agency

Complaints per Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Total Complaints Dismissed by Agency	9	12	29	24	23	18
Average days pending prior to dismissal	87.89	33	335.24	152.58	100.13	134.44
Total Complaints Withdrawn by Complainants	17	16	14	12	16	12

Total Final Agency Actions Finding Discrimination

Complaints per Fiscal Year	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Total Number Findings	0		1		2		1		0		0	
Without Hearing	0	0	1	100	1	50	0	0	0	0	0	0
With Hearing	0	0	0	0	1	50	1	100	0	0	0	0

Findings of Discrimination Rendered by Basis**

Total Number Findings

Complaints per Fiscal Year	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Total Number Findings	0		1		2		1		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	0	0	0	0	1	50	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	2	100	1	100	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	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Findings After Hearing	0		0		1		1		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	0	0	0	0	1	100	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	0	0	1	100	1	100	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	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Findings Without Hearing	0		1		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0

Complaints per Fiscal Year	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
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
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	1	100	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 of Discrimination Rendered by Issue

Total Number Findings

Complaints per Fiscal Year	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Total Number Findings	0		1		2		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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	1	100	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	100	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	0	0	1	100	1	50	0	0	0	0	0	0
Non-Sexual	0	0	1	100	1	50	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	1	50	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	1	100	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0

Complaints per Fiscal Year	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
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	1	50	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
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	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Findings After 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/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
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

Fiscal Year	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	1	100	0	0	0	0	0	0
Non-Sexual	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
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	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Findings Without Hearing	0		1		1		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

Fiscal Year	2017 (#)	2017 (%)	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 thru 09-30 (#)	2022 thru 09-30 (%)
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	1	100	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	100	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	0	0	1	100	0	0	0	0	0	0	0	0
Non-Sexual	0	0	1	100	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	1	100	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	1	100	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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

Pending Complaints Filed in Previous Fiscal Years by Status

Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Total complaints from previous Fiscal Years	118	123	109	129	140	59
Total Complainants	110	111	102	128	131	59
Number complaints pending	2017	2018	2019	2020	2021	2022 Thru 09-30
Investigation	9	10	6	5	7	2
ROI issued, pending Complainant's action	0	0	0	0	2	0
Hearing	109	107	84	88	84	41
Final Agency Action	10	16	24	42	54	18
Appeal with EEOC Office of Federal Operations	29	16	23	26	29	35

Complaint Investigations

Fiscal Year	2017	2018	2019	2020	2021	2022 Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	11	17	17	15	7	3

**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.*