

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

For 3rd Quarter 2023 for period ending June 30, 2023

Part 1 Complaint Activity

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 06-30
Number of Complaints Filed	117	157	155	113	128	114
Number of Complainants	116	154	148	109	123	112
Repeat Filers	1	3	7	3	5	2

Part 2 Complaints by Basis*

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 06-30
Race	46	75	65	51	58	36
Color	22	35	18	24	33	23
Religion	1	7	1	2	13	9
Reprisal	52	71	66	53	56	47
Sex	59	75	73	40	58	51
PDA	0	1	1	1	0	1
National Origin	34	15	6	5	6	5
Equal Pay Act	48	0	0	0	0	0
Age	1	37	49	29	42	30
Disability	48	61	64	64	48	39
Genetics	1	0	0	0	0	0
Non-EEO	1	1	0	0	0	0

Part 3 Complaints by Issue*

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 06-30
Appointment/Hire	9	10	6	10	7	14
Assignment of Duties	11	13	10	8	11	4
Awards	4	4	7	2	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	2	2	2	2	0
Reprimand	3	4	6	2	4	2
Suspension	4	5	9	7	2	6
Removal	2	8	11	9	6	2
Other 1	0	0	0	1	0	0
Other 2	0	0	0	0	0	0
Duty Hours	3	2	2	1	2	0
Perf. Eval./ Appraisal	21	24	13	24	21	2
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	55	64	59	47	52	36
Sexual	5	3	4	3	7	6
Medical Examination	3	1	2	0	1	0
Pay including overtime	2	1	2	3	1	0

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 06-30
Promotion/Non-Selection	31	26	26	19	21	15
Reassignment						
Denied	2	3	1	1	1	1
Directed	8	14	10	0	7	1
Reasonable Accommodation Disability	10	11	13	10	8	12
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	1	0	0	3	4
Retirement	0	2	1	3	0	0
Sex-Stereotyping	0	0	0	0	1	1
Telework	1	7	3	1	4	2
Termination	9	20	17	7	2	14
Terms/Conditions of Employment	6	9	12	5	10	13
Time and Attendance	10	12	6	9	13	6
Training	9	5	1	1	3	6
Other						
User Defined – Other 1	0	0	1	0	2	0
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	2018	2019	2020	2021	2022	2023 Thru 06-30
Average number of days in investigation	226.99	244.62	221.91	210.72	147.49	170.44
Average number of days in final action	114.37	110.31	120.32	112.97	211.74	140.40
Complaints pending during fiscal year where hearing was requested	2018	2019	2020	2021	2022	2023 Thru 06-30
Average number of days in investigation	234.54	245.79	220.20	192.74	157.46	208.21
Average number of days in final action	57.17	45.10	71.28	46.66	91.49	19.75
Complaints pending during fiscal year where hearing was not requested	2018	2019	2020	2021	2022	2023 Thru 06-30
Average number of days in investigation	218.94	242.89	224.09	214.18	139.33	171.29
Average number of days in final action	201.68	213.15	284.00	173.24	356.65	228.64

Part 5 Complaints Dismissed by Agency

Complaints per Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 06-30
Total Complaints Dismissed by Agency	12	29	24	23	18	17
Average days pending prior to dismissal	33	335.24	152.58	100.13	134.44	154.32
Total Complaints Withdrawn by Complainants	16	14	12	16	13	6

Part 6 Total Final Agency Actions Finding Discrimination

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Total Number Findings	1		2		1		0		0		1	
Without Hearing	1	100	1	50	0	0	0	0	0	0	1	100

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
With Hearing	0	0	1	50	1	100	0	0	0	0	0	0

Part 7 Findings of Discrimination Rendered by Basis**

Total Number Findings

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Total Number Findings	1		2		1		0		0		1	
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	1	50	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100
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	1	100	2	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 After Hearing

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Findings After Hearing	0		1		1		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	0	0	1	100	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	0	0	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 Without Hearing

Complaints per Fiscal Year	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Findings Without Hearing	1		1		0		0		0		1	
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	0	0	1	100
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	1	100	0	1	100	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	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Total Number Findings	1		2		1		0		0		1	
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	1	100
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	1	100	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	0	0	1	50	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	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Medical Examination	0	0	1	50	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	1	50	1	50	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	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Findings After 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
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	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Suspension	0	0	0	0	0	0	0	0	0	0	1	100
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	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	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	1	100	1	100	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	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
Findings Without Hearing	1		1		0		0		0		1	
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	1	100
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	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	100	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	1	100	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	2018 (#)	2018 (%)	2019 (#)	2019 (%)	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 thru 06-30 (#)	2023 thru 06-30 (%)
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	2018	2019	2020	2021	2022	2023 Thru 06-30
Total complaints from previous Fiscal Years	123	109	129	140	59	89
Total Complainants	111	102	128	131	59	89
Number complaints pending	2018	2019	2020	2021	2022	2023 Thru 06-30
Investigation	10	6	5	7	2	13
ROI issued, pending Complainant's action	0	0	0	2	0	2
Hearing	107	84	88	84	41	67
Final Agency Action	16	24	42	54	18	10
Appeal with EEOC Office of Federal Operations	16	23	26	29	35	37

Part 10 Complaint Investigations

Fiscal Year	2018	2019	2020	2021	2022	2023 Thru 06-30
Pending Complaints Where Investigations Exceed Required Time Frames	17	17	15	7	3	21

**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.*