

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

For 1<sup>st</sup> Quarter 2025 for period ending December 31, 2024

## Part 1 Complaint Activity

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 12-31
Number of Complaints Filed	155	113	128	154	106	39
Number of Complainants	148	109	123	148	102	39
Repeat Filers	7	3	5	6	3	0

## Part 2 Complaints by Basis\*

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 12-31
Race	65	51	58	53	40	11
Color	18	24	33	35	24	7
Religion	1	2	13	12	6	1
Reprisal	66	53	56	66	40	16
Sex	73	40	58	70	43	19
PDA	1	1	0	1	1	1
National Origin	6	5	6	8	12	2
Equal Pay Act	0	0	0	0	0	0
Age	49	29	42	42	32	12
Disability	64	64	48	58	52	21
Genetics	0	0	0	0	1	0
Non-EEO	0	0	0	0	0	0

## Part 3 Complaints by Issue\*

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 12-31
Appointment/Hire	6	10	7	16	5	2
Assignment of Duties	10	8	11	10	0	0
Awards	7	2	1	2	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	2	2	0	0
Reprimand	6	2	4	2	0	0
Suspension	9	7	2	6	3	2
Removal	11	9	6	4	2	2
Other 1	0	1	0	0	5	2
Other 2	0	0	0	0	0	0
Duty Hours	2	1	2	0	0	0
Perf. Eval./ Appraisal	13	24	21	8	6	4
Examination/Test	0	0	2	0	0	0
Harassment						
Non-Sexual	59	47	52	58	44	18
Sexual	4	3	7	8	6	2
Medical Examination	2	0	1	0	0	0
Pay including overtime	2	3	1	0	2	0

<b>Complaints per Fiscal Year</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Promotion/Non-Selection	26	19	21	21	16	5
<b>Reassignment</b>						
Denied	1	1	1	1	1	0
Directed	10	0	7	1	4	0
Reasonable Accommodation Disability	13	10	8	16	16	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	3	4	1	0
Retirement	1	3	0	0	0	0
Sex-Stereotyping	0	0	1	2	1	0
Telework	3	1	4	6	0	2
Termination	17	7	2	13	6	1
Terms/Conditions of Employment	12	5	10	21	0	0
Time and Attendance	6	9	13	12	2	0
Training	1	1	3	7	3	2
<b>Other Terms/Conditions of Employment</b>					0	
User Defined – Other 1	1	0	2	0	12	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**

<b>Complaints pending during Fiscal Year</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Average number of days in investigation	221.91	210.72	147.49	170.68	201.98	193.48
Average number of days in final action	120.32	112.97	211.74	92.47	46.31	20.50
<b>Complaints pending during fiscal year where hearing was requested</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Average number of days in investigation	220.20	192.74	157.46	208.63	204.45	203.67
Average number of days in final action	71.28	46.66	91.49	15.05	102.06	20.00
<b>Complaints pending during fiscal year where hearing was not requested</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Average number of days in investigation	224.09	214.18	139.33	163.50	205.31	171.40
Average number of days in final action	284.00	173.24	356.65	150.92	66.64	0.00

#### **Part 5 Complaints Dismissed by Agency**

<b>Complaints per Fiscal Year</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Total Complaints Dismissed by Agency	24	23	18	33	9	1
Average days pending prior to dismissal	152.58	100.13	134.44	174.52	57.23	53.00
Total Complaints Withdrawn by Complainants	12	16	13	9	11	1

#### **Part 6 Total Final Agency Actions Finding Discrimination**

<b>Complaints per Fiscal Year</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 (#)</b>	<b>2024 (%)</b>	<b>2025 thru 12-31 (#)</b>	<b>2025 thru 12-31 (%)</b>
Total Number Findings	1		0		0		1		2		0	
Without Hearing	0	0	0	0	0	0	1	100	0	0	0	0

Complaints per Fiscal Year	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 12-31 (#)	2025 thru 12-31 (%)
With Hearing	1	100	0	0	0	0	0	0	2	100	0	0

**Part 7 Findings of Discrimination Rendered by Basis\*\***

**Total Number Findings**

Complaints per Fiscal Year	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 12-31 (#)	2025 thru 12-31 (%)
<b>Total Number Findings</b>	1		0		0		1		2		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	2	100	0	0
Sex	0	0	0	0	0	0	1	100	1	50	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	1	100	0	0	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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 12-31 (#)	2025 thru 12-31 (%)
<b>Findings After Hearing</b>	1		0		0		0		2		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	2	100	0	0
Sex	0	0	0	0	0	0	0	0	1	50	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	1	100	0	0	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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 12-31 (#)	2025 thru 12-31 (%)
<b>Findings Without Hearing</b>	1		0		0		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	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	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	1	100	0	0	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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 12-31 (#)	2025 thru 12-31 (%)
<b>Total Number Findings</b>	1		0		0		1		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	100	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
<b>Disciplinary Action</b>												
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	1	50	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
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	1	50	0	0

<b>Complaints per Fiscal Year</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 (#)</b>	<b>2024 (%)</b>	<b>2025 thru 12-31 (#)</b>	<b>2025 thru 12-31 (%)</b>
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
<b>Reassignment</b>												
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	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
<b>Other</b>												
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

<b>Fiscal Year</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 (#)</b>	<b>2024 (%)</b>	<b>2025 thru 12-31 (#)</b>	<b>2025 thru 12-31 (%)</b>
<b>Findings After Hearing</b>	1		0		0		0		2		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
<b>Disciplinary Action</b>												
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

<b>Fiscal Year</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 (#)</b>	<b>2024 (%)</b>	<b>2025 thru 12-31 (#)</b>	<b>2025 thru 12-31 (%)</b>
Suspension	0	0	0	0	0	0	1	100	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	50	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
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	1	50	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
<b>Reassignment</b>												
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	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
<b>Other</b>												
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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 12-31 (#)	2025 thru 12-31 (%)
<b>Findings Without Hearing</b>	0		0		0		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	1	100	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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	0	0	0	0	0	0
<b>Reassignment</b>												
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
<b>Other</b>												

<b>Fiscal Year</b>	<b>2020 (#)</b>	<b>2020 (%)</b>	<b>2021 (#)</b>	<b>2021 (%)</b>	<b>2022 (#)</b>	<b>2022 (%)</b>	<b>2023 (#)</b>	<b>2023 (%)</b>	<b>2024 (#)</b>	<b>2024 (%)</b>	<b>2025 thru 12-31 (#)</b>	<b>2025 thru 12-31 (%)</b>
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**

<b>Fiscal Year</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Total complaints from previous Fiscal Years	129	140	59	50	46	113
Total Complainants	128	131	59	50	45	110
<b>Number complaints pending</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Investigation	5	7	2	2	1	20
ROI issued, pending Complainant's action	0	2	0	0	4	13
Hearing	88	84	41	44	34	62
Final Agency Action	42	54	18	2	8	22
Appeal with EEOC Office of Federal Operations	26	29	35	38	46	41

**Part 10 Complaint Investigations**

<b>Fiscal Year</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Pending Complaints Where Investigations Exceed Required Time Frames	15	7	3	4	7	5

*\*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.*