

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

Defense Logistics Agency (DLA)

For 2nd Quarter 2025 for period ending March 31, 2025

Part 1 Complaint Activity

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 03-31
Number of Complaints Filed	155	113	128	154	106	69
Number of Complainants	148	109	123	148	102	69
Repeat Filers	7	3	5	6	3	0

Part 2 Complaints by Basis*

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 03-31
Race	65	51	58	53	40	21
Color	18	24	33	35	24	15
Religion	1	2	13	12	6	2
Reprisal	66	53	56	66	40	28
Sex	73	40	58	70	43	32
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	20
Disability	64	64	48	58	52	35
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 03-31
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	3
Removal	11	9	6	4	2	2
Other 1	0	1	0	0	5	5
Other 2	0	0	0	0	0	0
Duty Hours	2	1	2	0	0	0
Perf. Eval./ Appraisal	13	24	21	8	6	6
Examination/Test	0	0	2	0	0	0
Harassment						
Non-Sexual	59	47	52	58	44	30
Sexual	4	3	7	8	6	5
Medical Examination	2	0	1	0	0	0
Pay including overtime	2	3	1	0	2	1

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 03-31
Promotion/Non-Selection	26	19	21	21	16	9
Reassignment						
Denied	1	1	1	1	1	0
Directed	10	0	7	1	4	1
Reasonable Accommodation Disability	13	10	8	16	16	11
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	3
Terms/Conditions of Employment	12	5	10	21	0	3
Time and Attendance	6	9	13	12	2	0
Training	1	1	3	7	3	2
Other Terms/Conditions of Employment					0	
User Defined – Other 1	1	0	2	0	12	2
User Defined – Other 2	0	0	0	0	0	13
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	2020	2021	2022	2023	2024	2025 Thru 03-31
Average number of days in investigation	221.91	210.72	147.49	170.68	201.98	166.42
Average number of days in final action	120.32	112.97	211.74	92.47	46.31	16.20
Complaints pending during fiscal year where hearing was requested	2020	2021	2022	2023	2024	2025 Thru 03-31
Average number of days in investigation	220.20	192.74	157.46	208.63	204.45	171.25
Average number of days in final action	71.28	46.66	91.49	15.05	102.06	16.00
Complaints pending during fiscal year where hearing was not requested	2020	2021	2022	2023	2024	2025 Thru 03-31
Average number of days in investigation	224.09	214.18	139.33	163.50	205.31	165.19
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

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 03-31
Total Complaints Dismissed by Agency	24	23	18	33	9	3
Average days pending prior to dismissal	152.58	100.13	134.44	174.52	57.23	43.00
Total Complaints Withdrawn by Complainants	12	16	13	9	11	8

Part 6 Total Final Agency Actions Finding Discrimination

Complaints per Fiscal Year	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 03-31 (#)	2025 thru 03-31 (%)
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 03-31 (#)	2025 thru 03-31 (%)
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 03-31 (#)	2025 thru 03-31 (%)
Total Number Findings	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 03-31 (#)	2025 thru 03-31 (%)
Findings After Hearing	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 03-31 (#)	2025 thru 03-31 (%)
Findings Without Hearing	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 03-31 (#)	2025 thru 03-31 (%)
Total Number Findings	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
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	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
Harassment												
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

Complaints per Fiscal Year	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 03-31 (#)	2025 thru 03-31 (%)
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	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
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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 03-31 (#)	2025 thru 03-31 (%)
Findings After Hearing	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
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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 03-31 (#)	2025 thru 03-31 (%)
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
Harassment												
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
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	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
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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 03-31 (#)	2025 thru 03-31 (%)
Findings Without Hearing	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
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
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	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	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	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 thru 03-31 (#)	2025 thru 03-31 (%)
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	2020	2021	2022	2023	2024	2025 Thru 03-31
Total complaints from previous Fiscal Years	129	140	59	50	46	98
Total Complainants	128	131	59	50	45	95
Number complaints pending	2020	2021	2022	2023	2024	2025 Thru 03-31
Investigation	5	7	2	2	1	7
ROI issued, pending Complainant's action	0	2	0	0	4	9
Hearing	88	84	41	44	34	60
Final Agency Action	42	54	18	2	8	23
Appeal with EEOC Office of Federal Operations	26	29	35	38	46	39

Part 10 Complaint Investigations

Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 03-31
Pending Complaints Where Investigations Exceed Required Time Frames	15	7	3	4	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.*