

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

Defense Logistics Agency (DLA)

For 4th Quarter 2025 for period ending September 30, 2025

Part 1 Complaint Activity

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 09-30
Number of Complaints Filed	155	113	128	154	106	140
Number of Complainants	148	109	123	148	102	138
Repeat Filers	7	3	5	6	3	2

Part 2 Complaints by Basis*

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 09-30
Race	65	51	58	53	40	44
Color	18	24	33	35	24	31
Religion	1	2	13	12	6	9
Reprisal	66	53	56	66	40	56
Sex	73	40	58	70	43	60
PDA	1	1	0	1	1	1
National Origin	6	5	6	8	12	8
Equal Pay Act	0	0	0	0	0	0
Age	49	29	42	42	32	34
Disability	64	64	48	58	52	74
Genetics	0	0	0	0	1	0
Non-EEO	0	0	0	0	0	1

Part 3 Complaints by Issue*

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 09-30
Appointment/Hire	6	10	7	16	5	6
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	2
Reprimand	6	2	4	2	0	0
Suspension	9	7	2	6	3	10
Removal	11	9	6	4	2	7
Other 1	0	1	0	0	5	12
Other 2	0	0	0	0	0	0
Duty Hours	2	1	2	0	0	0
Perf. Eval./ Appraisal	13	24	21	8	6	9
Examination/Test	0	0	2	0	0	0
Harassment						
Non-Sexual	59	47	52	58	44	59
Sexual	4	3	7	8	6	7
Medical Examination	2	0	1	0	0	0
Pay including overtime	2	3	1	0	2	2

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 09-30
Promotion/Non-Selection	26	19	21	21	16	12
Reassignment						
Denied	1	1	1	1	1	3
Directed	10	0	7	1	4	0
Reasonable Accommodation Disability	13	10	8	16	16	34
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	3	4	1	2
Retirement	1	3	0	0	0	0
Sex-Stereotyping	0	0	1	2	1	2
Telework	3	1	4	6	0	3
Termination	17	7	2	13	6	7
Terms/Conditions of Employment	12	5	10	21	0	0
Time and Attendance	6	9	13	12	2	3
Training	1	1	3	7	3	2
Other Terms/Conditions of Employment						
User Defined – Other 1	1	0	2	0	12	29
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	2020	2021	2022	2023	2024	2025 Thru 09-30
Average number of days in investigation	221.91	210.72	147.49	170.68	201.98	161.69
Average number of days in final action	120.32	112.97	211.74	92.47	46.31	67.65
Complaints pending during fiscal year where hearing was requested	2020	2021	2022	2023	2024	2025 Thru 09-30
Average number of days in investigation	220.20	192.74	157.46	208.63	204.45	165.68
Average number of days in final action	71.28	46.66	91.49	15.05	102.06	43.75
Complaints pending during fiscal year where hearing was not requested	2020	2021	2022	2023	2024	2025 Thru 09-30
Average number of days in investigation	224.09	214.18	139.33	163.50	205.31	164.00
Average number of days in final action	284.00	173.24	356.65	150.92	66.64	217.33

Part 5 Complaints Dismissed by Agency

Complaints per Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 09-30
Total Complaints Dismissed by Agency	24	23	18	33	9	10
Average days pending prior to dismissal	152.58	100.13	134.44	174.52	57.23	33.90
Total Complaints Withdrawn by Complainants	12	16	13	9	11	15

Part 6 Total Final Agency Actions Finding Discrimination

Complaints per Fiscal Year	2020 (#)	2020 (%)	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 Thru 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	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 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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	0	1	100	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 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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 09-30 (#)	2025 Thru 09-30 (%)
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	2020	2021	2022	2023	2024	2025 Thru 09-30
Total complaints from previous Fiscal Years	129	140	59	50	46	68
Total Complainants	128	131	59	50	45	67
Number complaints pending	2020	2021	2022	2023	2024	2025 Thru 09-30
Investigation	5	7	2	2	1	4
ROI issued, pending Complainant's action	0	2	0	0	4	1
Hearing	88	84	41	44	34	39
Final Agency Action	42	54	18	2	8	24
Appeal with EEOC Office of Federal Operations	26	29	35	38	46	36

Part 10 Complaint Investigations

Fiscal Year	2020	2021	2022	2023	2024	2025 Thru 09-30
Pending Complaints Where Investigations Exceed Required Time Frames	15	7	3	4	7	2

**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.*