

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

For 1st Quarter 2026 for period ending December 31, 2025

## Part 1 Complaint Activity

Complaints per Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 12-31
Number of Complaints Filed	113	128	154	106	140	49
Number of Complainants	109	123	148	102	138	49
Repeat Filers	3	5	6	3	2	0

## Part 2 Complaints by Basis\*

Complaints per Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 12-31
Race	51	58	53	40	44	20
Color	24	33	35	24	31	10
Religion	2	13	12	6	9	2
Reprisal	53	56	66	40	56	19
Sex	40	58	70	43	60	21
PDA	1	0	1	1	1	0
National Origin	5	6	8	12	8	4
Equal Pay Act	0	0	0	0	0	0
Age	29	42	42	32	34	14
Disability	64	48	58	52	74	23
Genetics	0	0	0	1	0	1
Non-EEO	0	0	0	0	1	0

## Part 3 Complaints by Issue\*

Complaints per Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 12-31
Appointment/Hire	10	7	16	5	6	1
Assignment of Duties	8	11	10	0	0	0
Awards	2	1	2	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	2	0	2	0
Reprimand	2	4	2	0	0	0
Suspension	7	2	6	3	10	4
Removal	9	6	4	2	7	1
Other 1	1	0	0	5	12	5
Other 2	0	0	0	0	0	0
Duty Hours	1	2	0	0	0	0
Perf. Eval./ Appraisal	24	21	8	6	9	0
Examination/Test	0	2	0	0	0	0
Harassment						
Non-Sexual	47	52	58	44	59	22
Sexual	3	7	8	6	7	2
Medical Examination	0	1	0	0	0	0

<b>Complaints per Fiscal Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 Thru 12-31</b>
Pay including overtime	3	1	0	2	2	0
Promotion/Non-Selection	19	21	21	16	12	5
<b>Reassignment</b>						
Denied	1	1	1	1	3	1
Directed	0	7	1	4	0	0
Reasonable Accommodation Disability	10	8	16	16	34	10
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	3	4	1	2	0
Retirement	3	0	0	0	0	0
Sex-Stereotyping	0	1	2	1	2	0
Telework	1	4	6	0	3	0
Termination	7	2	13	6	7	4
Terms/Conditions of Employment	5	10	21	0	0	0
Time and Attendance	9	13	12	2	3	1
Training	1	3	7	3	2	2
<b>Other Terms/Conditions of Employment</b>						<b>17</b>
User Defined – Other 1	0	2	0	12	29	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**

<b>Complaints pending during Fiscal Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 Thru 12-31</b>
Average number of days in investigation	210.72	147.49	170.68	201.98	161.69	153.76
Average number of days in final action	112.97	211.74	92.47	46.31	67.65	6.00
<b>Complaints pending during fiscal year where hearing was requested</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 Thru 12-31</b>
Average number of days in investigation	192.74	157.46	208.63	204.45	165.68	171.92
Average number of days in final action	46.66	91.49	15.05	102.06	43.75	6.00
<b>Complaints pending during fiscal year where hearing was not requested</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 Thru 12-31</b>
Average number of days in investigation	214.18	139.33	163.50	205.31	164.00	148.69
Average number of days in final action	173.24	356.65	150.92	66.64	217.33	0.00

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

<b>Complaints per Fiscal Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 Thru 12-31</b>
Total Complaints Dismissed by Agency	23	18	33	9	10	2
Average days pending prior to dismissal	100.13	134.44	174.52	57.23	33.90	241.50
Total Complaints Withdrawn by Complainants	16	13	9	11	15	2

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

<b>Complaints per Fiscal Year</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 (#)</b>	<b>2025 (%)</b>	<b>2026 Thru 12-31 (#)</b>	<b>2026 Thru 12-31 (%)</b>
Total Number Findings	0		0		1		2		0		0	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0

Complaints per Fiscal Year	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 12-31 (#)	2026 Thru 12-31 (%)
With Hearing	0	0	0	0	0	0	2	100	0	0	0	0

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

**Total Number Findings**

Complaints per Fiscal Year	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 12-31 (#)	2026 Thru 12-31 (%)
<b>Total Number Findings</b>	0		0		1		2		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	2	100	0	0	0	0
Sex	0	0	0	0	1	100	1	50	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	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	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 12-31 (#)	2026 Thru 12-31 (%)
<b>Findings After Hearing</b>	0		0		0		2		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	2	100	0	0	0	0
Sex	0	0	0	0	0	0	1	50	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	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	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 12-31 (#)	2026 Thru 12-31 (%)
<b>Findings Without Hearing</b>	0		0		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	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	1	100	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	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	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 12-31 (#)	2026 Thru 12-31 (%)
<b>Total Number Findings</b>	0		0		1		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	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
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	50	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
<b>Harassment</b>												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0

<b>Complaints per Fiscal Year</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 (#)</b>	<b>2025 (%)</b>	<b>2026 Thru 12-31 (#)</b>	<b>2026 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>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 (#)</b>	<b>2025 (%)</b>	<b>2026 Thru 12-31 (#)</b>	<b>2026 Thru 12-31 (%)</b>
<b>Findings After Hearing</b>	0		0		0		2		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
<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>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 (#)</b>	<b>2025 (%)</b>	<b>2026 Thru 12-31 (#)</b>	<b>2026 Thru 12-31 (%)</b>
Suspension	0	0	0	0	1	100	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	50	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	1	50	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>												
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	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 12-31 (#)	2026 Thru 12-31 (%)
<b>Findings Without Hearing</b>	0		0		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	1	100	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
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>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 (#)</b>	<b>2025 (%)</b>	<b>2026 Thru 12-31 (#)</b>	<b>2026 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>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2024</b>	<b>2026 Thru 12-31</b>
Total complaints from previous Fiscal Years	140	59	50	46	68	171
Total Complainants	131	59	50	45	67	168
<b>Number complaints pending</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2024</b>	<b>2025 Thru 12-31</b>
Investigation	7	2	2	1	4	29
ROI issued, pending Complainant's action	2	0	0	4	1	12
Hearing	84	41	44	34	39	83
Final Agency Action	54	18	2	8	24	44
Appeal with EEOC Office of Federal Operations	29	35	38	46	36	37

**Part 10 Complaint Investigations**

<b>Fiscal Year</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 Thru 12-31</b>
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	4	7	2	3

*\*Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

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