

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

For 2nd Quarter 2026 for period ending March 31, 2026

Part 1 Complaint Activity

Complaints per Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 03-31
Number of Complaints Filed	113	128	154	106	140	100
Number of Complainants	109	123	148	102	138	98
Repeat Filers	3	5	6	3	2	1

Part 2 Complaints by Basis*

Complaints per Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 03-31
Race	51	58	53	40	44	35
Color	24	33	35	24	31	22
Religion	2	13	12	6	9	2
Reprisal	53	56	66	40	56	37
Sex	40	58	70	43	60	41
PDA	1	0	1	1	1	1
National Origin	5	6	8	12	8	9
Equal Pay Act	0	0	0	0	0	0
Age	29	42	42	32	34	28
Disability	64	48	58	52	74	47
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 03-31
Appointment/Hire	10	7	16	5	6	2
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	12
Other 2	0	0	0	0	0	0
Duty Hours	1	2	0	0	0	0
Perf. Eval./ Appraisal	24	21	8	6	9	3
Examination/Test	0	2	0	0	0	1
Harassment						
Non-Sexual	47	52	58	44	59	45
Sexual	3	7	8	6	7	2
Medical Examination	0	1	0	0	0	0

Complaints per Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 03-31
Pay including overtime	3	1	0	2	2	0
Promotion/Non-Selection	19	21	21	16	12	6
Reassignment						
Denied	1	1	1	1	3	3
Directed	0	7	1	4	0	0
Reasonable Accommodation Disability	10	8	16	16	34	21
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	1
Termination	7	2	13	6	7	8
Terms/Conditions of Employment	5	10	21	0	0	0
Time and Attendance	9	13	12	2	3	3
Training	1	3	7	3	2	3
Other Terms/Conditions of Employment						29
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

Complaints pending during Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 03-31
Average number of days in investigation	210.72	147.49	170.68	201.98	161.69	161.58
Average number of days in final action	112.97	211.74	92.47	46.31	67.65	35.70
Complaints pending during fiscal year where hearing was requested	2021	2022	2023	2024	2025	2026 Thru 03-31
Average number of days in investigation	192.74	157.46	208.63	204.45	165.68	178.12
Average number of days in final action	46.66	91.49	15.05	102.06	43.75	14.50
Complaints pending during fiscal year where hearing was not requested	2021	2022	2023	2024	2025	2026 Thru 03-31
Average number of days in investigation	214.18	139.33	163.50	205.31	164.00	150.42
Average number of days in final action	173.24	356.65	150.92	66.64	217.33	120.50

Part 5 Complaints Dismissed by Agency

Complaints per Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 03-31
Total Complaints Dismissed by Agency	23	18	33	9	10	10
Average days pending prior to dismissal	100.13	134.44	174.52	57.23	33.90	109.80
Total Complaints Withdrawn by Complainants	16	13	9	11	15	4

Part 6 Total Final Agency Actions Finding Discrimination

Complaints per Fiscal Year	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 03-31 (#)	2026 Thru 03-31 (%)
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 03-31 (#)	2026 Thru 03-31 (%)
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 03-31 (#)	2026 Thru 03-31 (%)
Total Number Findings	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 03-31 (#)	2026 Thru 03-31 (%)
Findings After Hearing	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 03-31 (#)	2026 Thru 03-31 (%)
Findings Without Hearing	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 03-31 (#)	2026 Thru 03-31 (%)
Total Number Findings	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
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	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
Harassment												
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

Complaints per Fiscal Year	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 03-31 (#)	2026 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	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 03-31 (#)	2026 Thru 03-31 (%)
Findings After Hearing	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
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	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 03-31 (#)	2026 Thru 03-31 (%)
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
Harassment												
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
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												
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 03-31 (#)	2026 Thru 03-31 (%)
Findings Without Hearing	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
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	2021 (#)	2021 (%)	2022 (#)	2022 (%)	2023 (#)	2023 (%)	2024 (#)	2024 (%)	2025 (#)	2025 (%)	2026 Thru 03-31 (#)	2026 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	2021	2022	2023	2024	2024	2026 Thru 03-31
Total complaints from previous Fiscal Years	140	59	50	46	68	158
Total Complainants	131	59	50	45	67	155
Number complaints pending	2021	2022	2023	2024	2024	2026 Thru 03-31
Investigation	7	2	2	1	4	8
ROI issued, pending Complainant's action	2	0	0	4	1	9
Hearing	84	41	44	34	39	83
Final Agency Action	54	18	2	8	24	54
Appeal with EEOC Office of Federal Operations	29	35	38	46	36	38

Part 10 Complaint Investigations

Fiscal Year	2021	2022	2023	2024	2025	2026 Thru 03-31
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.*

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