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

## **Defense Logistics Agency**

For 3rd Quarter 2012 for period ending June 30, 2012

\*\*Mixed Cases are Included in this report.\*\*

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	ata	2012Thru06-30							
	2007	2008	2009	2010	2011	2012111ru00-30						
Number of Complaints Filed	93	98	115	123	107	79						
Number of Complainants	93	86	102	113	106	78						
Repeat Filers	4	7	9	7	1	1						

Complaints by Pagig			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru06- 30
Race	25	36	52	56	46	31
Color	10	12	24	23	17	12
Religion	2	2	6	2	3	1
Reprisal	0	0	0	0	1	0
Sex	46	44	51	41	39	31
PDA	0	0	0	0	1	0

National Origin	9	9	17	10	15	9
Equal Pay Act	0	1	0	0	0	0
Age	38	45	47	41	40	25
Disability	23	23	31	37	23	27
Genetics	0	0	0	0	1	0
Non-EEO	0	1	1	3	0	0
Contract Inc.			Com	parativ	ve Data	<u> </u>
Complaints by Issue	Pre	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru06- 30
Appointment/Hire	2	6	13	10	6	6
Assignment of Duties	7	5	8	9	3	4
Awards	5	0	3	1	3	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	1	0	0	0
Reprimand	4	4	5	9	5	2
Suspension	5	2	6	8	6	3
Removal	3	4	4	1	0	4
Other	5	1	2	1	6	2
Duty Hours	1	0	4	1	2	2
Evaluation Appraisal	6	6	4	5	6	5
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	22	21	39	39	38	18

Sexual		2	4	5	3	4	5
Medical Examination		1	1	1	3	0	1
Pay (Including Overtime)		0	6	6	4	0	2
Promotion/Non-Selection		31	36	23	35	32	18
Reassignment							
Denied		1	1	1	0	1	0
Directed		2	6	4	0	4	0
Reasonable Accommodat	ion	6	3	4	11	5	10
Reinstatement		0	0	0	0	0	0
Retirement		0	5	0	1	1	1
Termination		5	9	13	7	11	8
Terms/Conditions of Employment		1	4	10	14	6	1
Time and Attendance		6	3	4	4	5	1
Training		4	2	4	2	0	2
Other		0	1	2	0	1	2
			Cor	npar	rative l	Data	
<b>Processing Time</b>	]	Previous	Fiscal	Yea	r Data	l	2012Thru06-
	2007	2008	2009	)   2	2010	2011	30
Complaints pending during	ng fiscal y	year	1				ı
Average number of days in investigation	255.52	243.38	210.6	6 2	50.36	266.78	258.77
Average number of days in final action	195.13	287.98	115.6	8 7	73.38	172.86	167.14
Complaint pending during	g fiscal yo	ear where	e hearir	ıg wa	as requ	ested	
Average number of days in investigation	352.00	239.56	197.9	7 2	58.53	261.32	256.73

Note: Complaints can be	2007 2008 2009 2010 2011											30
Discrimination Rendered by Basis			Prev	ious	Fis	cal Y	Zea	r Dat	a		2012	Γhru06-
Findings of					(	Comj	par	ative	Da	ta		
With Hearing	0	0	1	100	0	0	1	50	3	100	0	0
Without Hearing	1	100	0	0	0	0	1	50	0	0	0	0
Total Number Findings	1		1		0		2		3		0	
	#	%	#	%	#	%	#	%	#	%	#	%
Actions Finding Discrimination	2	007	20	08	20	009	2	010	2	011	-	30
<b>Total Final Agency</b>			Previ	ous	Fisc	al Y	ea	r Data	a		2012	
		I			C	Comp	oar	ative	Da	ta		
Total Complaints Withdra Complainants	ıwn	by	4	1	5	17	,	9		15		8
Com	plai	ints \	Withd	lraw	n b	y Co	m	plaina	nts	8		
Average days pending pri dismissal	or to	)	125	10	05	19	)	40		105	1	50
Total Complaints Dismiss Agency	ed b	у	19	1	0	13	3	10		14		9
• •			2007	20	08	200	9	2010	2	2011	•	30
Complaints Dismissed Agency	d by		Pr	evio	ous ]	Fisca	al Y	ear I	)at	a	20127	Chru06-
days in final action						C	om	parat	ive	Data		
Average number of days in final action	350.55 421.57 183.54 98.91 311.93							1.93	246.28			
Average number of days in investigation	251	.14	247.	19	221	.19	24	2.63	27	70.80	26	0.06
Complaint pending during	g fisc	cal ye	ear wh	nere	heai	ing	was	s not r	eqı	iested		
Average number of days in final action	22	.44	54.2	1	19.	88	1′	7.20	6	8.55	3:	3.84

filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		1		0		2		3		0	
Race	0	0	1	100	0	0	0	0	1	33	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	1	50	0	0	0	0
Sex	1	100	1	100	0	0	0	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	2	67	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	1	33	0	0
Disability	0	0	0	0	0	0	1	50	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	0		1		0		1		3		0	
Race	0	0	1	100	0	0	0	0	1	33	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	1	100	0	0	0	0
Sex	0	0	1	100	0	0	0	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	2	67	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	(	0	С	0	(	) (	)	0	0	1	33	0	0
Disability	(	0	C	0	(	) (	)	0	0	0	0	0	0
Genetics	(	0	C	0	(	) (	)	0	0	0	0	0	0
Non-EEO	(	0	C	0	(	) (	)	0	0	0	0	0	0
									-				
Findings Without Hearing	(		C		(	)		1		0		0	
Race	(	0	C	0	(	) (	)	0	0	0	0	0	0
Color	(	0	C	0	(	) (	)	0	0	0	0	0	0
Religion	(	0	C	0	(	) (	)	0	0	0	0	0	0
Reprisal	(	0	C	0	(	) (	)	0	0	0	0	0	0
Sex	(	0	C	0	(	) (	)	0	0	0	0	0	0
PDA	(	0	C	0	(	) (	)	0	0	0	0	0	0
National Origin	(	0	C	0	(	) (	)	0	0	0	0	0	0
Equal Pay Act	(	0	C	0	(	) (	)	0	0	0	0	0	0
Age	(	0	C	0	(	) (	)	0	0	0	0	0	0
Disability	(	0	С	0	(	) (	)	1	100	0	0	0	0
Genetics	(	0	C	0	(	) (	)	0	0	0	0	0	0
Non-EEO		0	C	0	(	) (	)	0	0	0	0	0	0
					(	Com	pa	rat	tive D	ata	1		
Findings of Discrimination			Pre	vious	Fis	cal	Yea	ar I	Data			2012	Γhru06-
Rendered by Issue	2	007	2	008	20	009		20	10	20	11		30
	#	%	#	%	#	%	#		%	#	%	#	%
Total Number Findings	1		1		0		2			3		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	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
Evaluation 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	1	100	1	100	0	0	0	0	3	100	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	0	0	0	0	0	0	1	50	0	0	0	0
Reinstatement	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
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	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		1		3		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	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
Evaluation 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	100	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	1	100	0	0	0	0	3	100	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	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
Retirement	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		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	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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

Total complaints from p	revio	ous	12	24	0		0	0		0		0
<b>Previous Fiscal Years</b>	by Si	tatus	20	1	2008	1	009	2010		2011		Thru06- 30
	Pending Complaints Filed in							ipara Year		Data ta		
Other - User Defined	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
Time and Attendance	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
Termination	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
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Promotion/Non- Selection	1	100	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
Medical Examination	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
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	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

Fiscal Years						
Total Complainants	51	108	85	98	132	138
Number complaints pending						
Investigation	2	0	2	5	3	7
ROI issued, pending Complainant's action	0	0	0	2	1	0
Hearing	2	21	27	42	39	49
Final Agency Action	22	4	3	6	30	10
Appeal with EEOC Office of Federal Operations	12	18	14	10	13	20
			Com	parativ	ve Data	ı
Complaint Investigations	Pro	evious ]	Fiscal Y	Year D	ata	2012Thru06-
	2007	2008	2009	2010	2011	30
Pending Complaints Where Investigations Exceed Required Time Frames	11	10	6	24	14	26