

# 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.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
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
<b>Harassment</b>						
Non-Sexual	22	21	39	39	38	18

<b>Sexual</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>5</b>
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
<b>Reassignment</b>						
<b>Denied</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Directed</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>
Reasonable Accommodation	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

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru06-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	255.52	243.38	210.66	250.36	266.78	258.77
Average number of days in final action	195.13	287.98	115.68	73.38	172.86	167.14
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	352.00	239.56	197.97	258.53	261.32	256.73

Average number of days in final action	22.44	54.21	19.88	17.20	68.55	33.84						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	251.14	247.19	221.19	242.63	270.80	260.06						
Average number of days in final action	350.55	421.57	183.54	98.91	311.93	246.28						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2012Thru06-30</b>						
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	19	10	13	10	14	9						
Average days pending prior to dismissal	125	105	19	40	105	150						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	4	15	17	9	15	8						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru06-30</b>	
	<b>2007</b>		<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	1		1		0		2		3		0	
Without Hearing	1	100	0	0	0	0	1	50	0	0	0	0
With Hearing	0	0	1	100	0	0	1	50	3	100	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru06-30</b>	
<i>Note: Complaints can be</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							













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	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	1	100	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	0	0	0	0	0	0	1	100	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2012Thru06-30</b>						
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total complaints from previous	124	0	0	0	0	0						

Fiscal Years						
Total Complainants	51	108	85	98	132	138
<b>Number complaints pending</b>						
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
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru06-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	11	10	6	24	14	26