

Defense Logistics Agency  
Equal Employment Opportunity Data Required by the No FEAR Act  
FY 2004  
3<sup>rd</sup> Quarter

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**Last Updated: July 30, 2004**

DLA  
No FEAR Act Data  
FY 2004  
Number of Complaints and Complainants

Number of Complaints Filed This Period - 90

Number of Filers - 86

Number of Repeat Filers - 4

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DLA  
No FEAR Act Data  
FY 2004  
The Basis of a Complaint

Race - 44

1. American Indian/Alaskan Native - 1
2. Asian Pacific Islander - 0
3. Black - 34
4. White - 9

Color - 17

Religion - 7

National Origin - 6

1. Hispanic - 6
2. Other - 0

Sex - 51

1. Male - 26
2. Female - 25

Equal Pay Act - 2

1. Male - 1
2. Female - 1

Disability - 21

1. Mental - 2
2. Physical - 19

Age - 36

Reprisal - 29

Non-EEO Basis - 0

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Issues of Alleged Discrimination

A. Appointment	0	K. Pay Including Overtime	2
B. Duties	6	L. Promotion/Non-Selection	28
C. Awards	4	M. Reassignment	2
D. Conversion To Full-Time	0	1. Denied	0
		2. Directed	2
E. Disciplinary Actions	6	N. Reasonable Accommodation	6
1. Demotion	0		
2. Reprimand	0	O. Reinstatement	0
3. Suspension	5	P. Retirement	3
4. Removal	1	Q. Termination	5
F. Duty Hours	1	R. Terms/Conditions of Employment	4
G. Eval/Appraisal	1	S. Time and Attendance	2
H. Examination/Test	0	T. Training	5
I. Harassment	23		
1. Non-Sexual	28		
2. Sexual	2		
J. Medical Examination	0	U. Other	7

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Complaint Processing Time (#, Average Number of Days)

Pending Complaints -	150	246
Hearing Not Requested -	114	188
Hearing Requested -	30	386

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Complaint Processing (#, Average Number of Days)

Investigation - 89 220

Hearing - 22 453

Final Agency Action

FAD After an Investigation - 10 623

Final Action After a Hearing - 4 599

Appeal - 12 614

Number of Procedural Dismissals - 9

Average Days Pending at Dismissal - 217

Complaints Pending an Investigation Over 180 Days- 40

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DLA  
No FEAR Act Data  
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Final Agency Actions Involving Discrimination

Number of Findings of Discrimination - 1

Rendered Without a Hearing - 0 (0%)

Rendered After a Hearing - 1 (100%)

Implemented - 1

Appealed - 1

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DLA  
 No FEAR Act Data  
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 Findings of Discrimination Sorted by Basis

Total Number of Findings   1  

	<u>No Hearing</u>		<u>Hearing</u>	
	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
Race	—	—	—	—
1. American Indian/ Alaskan Native	—	—	—	—
2. Asian Pacific Islander	—	—	—	—
3. Black	—	—	—	—
4. White	—	—	—	—
Color	—	—	—	—
Religion	—	—	—	—
National Origin	—	—	—	—
1. Hispanic	—	—	—	—
2. Other	—	—	—	—
Sex				
1. Male	—	—	—	—
2. Female	—	—	—	—
Equal Pay Act	—	—	—	—
1. Male	—	—	—	—
2. Female	—	—	—	—
Disability	—	—	—	—
1. Mental	—	—	—	—
2. Physical	—	—	—	—
Age	—	—	<u>  1  </u>	<u>100%</u>
Reprisal	—	—	—	—
Non-EEO Basis	—	—	—	—

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Issues in Findings of Discrimination without a Hearing

Total Number of Findings   0  

	#	%		#	%
A. Appointment	—	—	K. Pay Including Overtime	—	—
B. Duties	—	—	L. Promotion/Non-Selection	—	—
C. Awards	—	—	M. Reassignment		
D. Conversion To Full-Time	—	—	1. Denied	—	—
E. Disciplinary Actions			2. Directed	—	—
1. Demotion	—	—	N. Reasonable Accommodation	—	—
2. Reprimand	—	—	O. Reinstatement	—	—
3. Suspension	—	—	P. Retirement	—	—
4. Removal	—	—	Q. Termination	—	—
F. Duty Hours	—	—	R. Terms/Conditions of Employment	—	—
G. Eval/Appraisal	—	—	S. Time and Attendance	—	—
H. Examination/Test	—	—	T. Training	—	—
I. Harassment			U. Other	—	—
1. Non-Sexual	—	—			
2. Sexual	—	—			
J. Medical Examination	—	—			

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Issues in Findings of Discrimination with a Hearing

Total Number of Findings   1  

	#	%		#	%
A. Appointment	—	—	K. Pay Including Overtime	—	—
B. Duties	<u>  1  </u>	<u>100%</u>	L. Promotion/Non-Selection	—	—
C. Awards	—	—	M. Reassignment		
D. Conversion To Full-Time	—	—	1. Denied	—	—
E. Disciplinary Actions			2. Directed	—	—
1. Demotion	—	—	N. Reasonable Accommodation	—	—
2. Reprimand	—	—	O. Reinstatement	—	—
3. Suspension	—	—	P. Retirement	—	—
4. Removal	—	—	Q. Termination	—	—
F. Duty Hours	—	—	R. Terms/Conditions of Employment	<u>  1  </u>	<u>100%</u>
G. Eval/Appraisal	—	—	S. Time and Attendance	—	—
H. Examination/Test	—	—	T. Training	—	—
I. Harassment			U. Other	—	—
1. Non-Sexual	—	—			
2. Sexual	—	—			
J. Medical Examination	—	—			

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Number of Pending Complaints that were filed in Prior Fiscal Years  
(2004)

Number of Pending Complaints Filed before Current FY - 161

Number of Complainants - 139

Number of Complaints Pending at:

Investigation - 28

Hearing - 52

Final Agency Action -

After an Investigation - 25

After a Hearing - 9

Appeal - 40

**Last Updated: July 30, 2004**

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