

Defense Logistics Agency  
Equal Employment Opportunity Data Required by the No FEAR Act  
FY 99

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**DLA**  
No FEAR Act Data  
FY 99  
Number of Complaints and Complainants

Number of Complaints Filed This Period - # 288

Number of Filers - # 187

Number of Repeat Filers - # Data Not Available

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**DLA**  
No FEAR Act Data  
FY 99  
The Basis of a Complaint

Race - # 73

1. American Indian/Alaskan Native - # 0
2. Asian Pacific Islander - # 3
3. Black - # 57
4. White - # 13

Color - # Data Not Available

Religion - # 8

National Origin - #10

1. Hispanic - # 5
2. Other - # 5

Sex - # 64

1. Male - # 36
2. Female - # 28

Equal Pay Act - # 0

1. Male - # 0
2. Female - # 0

Disability - # 28

1. Mental - # 4
2. Physical - #24

Age - # 49

Reprisal - # 42

Non-EEO Basis - # Data Not Available

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**DLA**  
**No FEAR Act Data**  
**FY 99**  
**Issues of Alleged Discrimination**

|                               |    |                                      |    |
|-------------------------------|----|--------------------------------------|----|
| A. Appointment                | 5  | K. Pay Including Overtime            | 1  |
| B. Duties                     | 12 | L. Promotion/Non-Selection           | 97 |
| C. Awards                     | 6  | M. Reassignment                      |    |
| D. Conversion<br>To Full-Time | 0  | 1. Denied                            | 2  |
|                               |    | 2. Directed                          | 10 |
| E. Disciplinary Actions       |    | N. Reasonable Accommodation          | 0  |
| 1. Demotion                   | 1  | O. Reinstatement                     | 0  |
| 2. Reprimand                  | 8  | P. Retirement                        | 3  |
| 3. Suspension                 | 4  | Q. Termination                       | 4  |
| 4. Removal                    | 0  | R. Terms/Conditions<br>of Employment | 0  |
| 5. Other                      | 7  | S. Time and Attendance               | 0  |
| F. Duty Hours                 | 7  | T. Training                          | 19 |
| G. Eval/Appraisal             | 7  |                                      |    |
| H. Examination/Test           | 0  | U. Other                             | 34 |
| I. Harassment                 |    |                                      |    |
| 1. Non-Sexual                 | 44 |                                      |    |
| 2. Sexual                     | 3  |                                      |    |
| J. Medical Examination        | 0  |                                      |    |

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Complaint Processing Time (Average Number of Days)

|                           |     |     |
|---------------------------|-----|-----|
| Pending Complaints - #    | 412 | 398 |
| Hearing Not Requested - # | 201 | 259 |
| Hearing Requested - #     | 145 | 541 |

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Complaint Processing (Average Number of Days)

|                   |     |     |
|-------------------|-----|-----|
| Investigation - # | 175 | 128 |
|-------------------|-----|-----|

Hearing – **Data Not Available**

Final Agency Action

|                                |    |     |
|--------------------------------|----|-----|
| FAD After an Investigation - # | 87 | 352 |
|--------------------------------|----|-----|

|                                  |    |     |
|----------------------------------|----|-----|
| Final Action After a Hearing - # | 60 | 464 |
|----------------------------------|----|-----|

Appeal - # **Data Not Available**

|                                     |    |
|-------------------------------------|----|
| Number of Procedural Dismissals - # | 80 |
|-------------------------------------|----|

|                                     |     |
|-------------------------------------|-----|
| Average Days Pending at Dismissal - | 131 |
|-------------------------------------|-----|

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**DLA**  
No FEAR Act Data  
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Final Agency Actions Involving Discrimination

Number of Findings of Discrimination - # 7

Rendered Without a Hearing - # 2 (29%)

Rendered After a Hearing - # 5 (71%)

Implemented - # 4 (80%)

Appealed - # 1 (20%)

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**DLA**  
**No FEAR Act Data**  
**FY 99**  
**Findings of Discrimination Sorted by Basis**

Total Number of Findings 7

|                                       | <u>No Hearing</u> |           | <u>Hearing</u> |           |
|---------------------------------------|-------------------|-----------|----------------|-----------|
|                                       | <u>#</u>          | <u>%</u>  | <u>#</u>       | <u>%</u>  |
| Race                                  | —                 | —         | —              | —         |
| 1. American Indian/<br>Alaskan Native | —                 | —         | —              | —         |
| 2. Asian Pacific<br>Islander          | —                 | —         | —              | —         |
| 3. Black                              | —                 | —         | <u>1</u>       | <u>14</u> |
| 4. White                              | —                 | —         | <u>1</u>       | <u>14</u> |
| Color                                 | —                 | —         | —              | —         |
| Religion                              | —                 | —         | —              | —         |
| National Origin                       | —                 | —         | —              | —         |
| 1. Hispanic                           | —                 | —         | —              | —         |
| 2. Other                              | —                 | —         | —              | —         |
| Sex                                   |                   |           |                |           |
| 1. Male                               | —                 | —         | —              | —         |
| 2. Female                             | <u>1</u>          | <u>14</u> | <u>1</u>       | <u>14</u> |
| Equal Pay Act                         | —                 | —         | —              | —         |
| 1. Male                               | —                 | —         | —              | —         |
| 2. Female                             | —                 | —         | —              | —         |
| Disability                            | —                 | —         | —              | —         |
| 1. Mental                             | <u>1</u>          | <u>14</u> | —              | —         |
| 2. Physical                           | <u>1</u>          | <u>14</u> | <u>2</u>       | <u>29</u> |
| Age                                   | —                 | —         | —              | —         |
| Reprisal                              | —                 | —         | <u>2</u>       | <u>29</u> |
| Non-EEO Basis                         | —                 | —         | —              | —         |

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Issues in Findings of Discrimination without a Hearing

Total Number of Findings   2  

|                               | #            | %             |                                      | #            | %             |
|-------------------------------|--------------|---------------|--------------------------------------|--------------|---------------|
| A. Appointment                | —            | —             | K. Pay Including Overtime            | —            | —             |
| B. Duties                     | —            | —             | L. Promotion/Non-Selection           | <u>  1  </u> | <u>  50  </u> |
| C. Awards                     | —            | —             | M. Reassignment                      |              |               |
| D. Conversion<br>To Full-Time | —            | —             | 1. Denied                            | —            | —             |
| E. Disciplinary Actions       |              |               | 2. Directed                          | —            | —             |
| 1. Demotion                   | —            | —             | N. Reasonable<br>Accommodation       | —            | —             |
| 2. Reprimand                  | —            | —             | O. Reinstatement                     | —            | —             |
| 3. Suspension                 | —            | —             | P. Retirement                        | —            | —             |
| 4. Removal                    | —            | —             | Q. Termination                       | —            | —             |
| F. Duty Hours                 | —            | —             | R. Terms/Conditions<br>of Employment | —            | —             |
| G. Eval/Appraisal             | —            | —             | S. Time and Attendance               | —            | —             |
| H. Examination/Test           | —            | —             | T. Training                          | —            | —             |
| I. Harassment                 |              |               | U. Other                             | —            | —             |
| 1. Non-Sexual                 | <u>  1  </u> | <u>  50  </u> |                                      |              |               |
| 2. Sexual                     | —            | —             |                                      |              |               |
| J. Medical Examination        | —            | —             |                                      |              |               |

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**DLA**  
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Issues in Findings of Discrimination with a Hearing

Total Number of Findings   5  

|                               | #            | %             |                                      | #            | %             |
|-------------------------------|--------------|---------------|--------------------------------------|--------------|---------------|
| A. Appointment                | —            | —             | K. Pay Including Overtime            | —            | —             |
| B. Duties                     | —            | —             | L. Promotion/Non-Selection           | <u>  2  </u> | <u>  40  </u> |
| C. Awards                     | —            | —             | M. Reassignment                      |              |               |
| D. Conversion<br>To Full-Time | —            | —             | 1. Denied                            | —            | —             |
| E. Disciplinary Actions       |              |               | 2. Directed                          | —            | —             |
| 1. Demotion                   | —            | —             | N. Reasonable<br>Accommodation       | <u>  1  </u> | <u>  20  </u> |
| 2. Reprimand                  | <u>  1  </u> | <u>  20  </u> | O. Reinstatement                     | —            | —             |
| 3. Suspension                 | —            | —             | P. Retirement                        | —            | —             |
| 4. Removal                    | —            | —             | Q. Termination                       | —            | —             |
| F. Duty Hours                 | —            | —             | R. Terms/Conditions<br>of Employment | —            | —             |
| G. Eval/Appraisal             | —            | —             | S. Time and Attendance               | —            | —             |
| H. Examination/Test           | —            | —             | T. Training                          | —            | —             |
| I. Harassment                 |              |               | U. Other                             | —            | —             |
| 1. Non-Sexual                 | —            | —             |                                      |              |               |
| 2. Sexual                     | <u>  1  </u> | <u>  20  </u> |                                      |              |               |
| J. Medical Examination        | —            | —             |                                      |              |               |

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**DLA**  
**No FEAR Act Data**

Number of Pending Complaints that were filed in Prior Fiscal Years  
(1994 – 1998)

Number of Pending Complaints Filed before Current FY - # 423

Number of Complainants - # Data Not Available

Number of Complaints Pending at:

Investigation - # Data Not Available

Hearing - # Data Not Available

Final Agency Action # Data Not Available

After an Investigation - # Data Not Available

After a Hearing - # Data Not Available

Appeal - # Data Not Available

Complaints Pending an Investigation Over 180 Days # Data Not Available

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