

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

## ARS (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	33	29	32	25	18	7
Number of Complainants	28	26	31	25	18	7
Repeat Filers	2	2	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
<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	2012Thru12-31
Race	9	5	12	8	8	3
Color	0	1	0	3	2	0
Religion	1	0	0	1	3	1
Reprisal	20	17	14	12	11	7
Sex	8	7	4	10	5	2
National Origin	3	3	2	4	4	2

Equal Pay Act	0	0	0	0	0	0
Age	12	5	4	4	7	3
Disability	6	4	8	2	2	2
Non-EEO	0	0	0	0	1	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru12-31</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	0	1	0	0	1	1
Assignment of Duties	0	1	7	3	4	1
Awards	0	1	7	2	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	5	1	0	2	1	1
Suspension	2	0	0	1	1	1
Removal	1	0	0	0	0	0
Other	0	1	1	1	1	0
Duty Hours	0	0	0	1	0	0
Evaluation Appraisal	2	5	9	8	9	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	17	15	15	16	11	7
Sexual	0	1	0	0	2	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	4	6	3	2	5	2
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	1	1	0	1	0	0
Reasonable Accommodation	2	3	2	1	2	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	1	0
Termination	2	1	1	2	0	0
Terms/Conditions of Employment	0	1	8	2	1	3
Time and Attendance	3	3	2	1	3	1
Training	0	1	8	1	2	0
Other	5	3	3	1	3	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru12-31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
Average number of days in investigation	144.93	159.89	175.77	258.84	218.92	0
Average number of days in final action	177.50	644.16	630.62	403.00	167.31	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	150.00	159.30	173.25	260.17	217.07	0
Average number of days in final action	74.70	345.80	160.75	28.00	37.33	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	2	100	0	0	0	0	1	50	0	0
Sex	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	1	50	0	0
Disability	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru12-31</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>
<b>Total Number Findings</b>	0		2		0		1		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	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
<b>Disciplinary Action</b>												
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	2	100	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>Findings Without Hearing</b>	0		2		0		1		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	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	2	100	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	1	50	0	0	0	0	2	100	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	1	50	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	1	100	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2012Thru12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total complaints from previous Fiscal Years	63	52	39	37	40	31						
Total Complainants	47	44	35	35	38	30						
<b>Number complaints pending</b>												
Investigation	1	1	1	2	7	13						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	5	6	6	8	11	14						
Final Agency Action	18	9	3	1	1	1						
Appeal with EEOC Office of Federal Operations	2	3	3	3	3	4						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2012Thru12-</b>						

	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>31</b>
Pending Complaints Where Investigations Exceed Required Time Frames	2	0	0	2	9	11