

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

## FS (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	111	113	100	121	146	106
Number of Complainants	102	103	47	114	133	104
Repeat Filers	9	10	4	4	9	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	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	2012Thru03-31
Race	20	26	23	32	41	28
Color	4	0	6	0	2	2
Religion	2	2	2	4	3	4
Reprisal	57	54	45	39	75	49
Sex	41	39	32	41	67	41
National Origin	9	10	14	15	20	14

Equal Pay Act	3	2	0	1	2	0
Age	36	23	35	35	51	29
Disability	26	25	16	26	31	26
Non-EEO	2	5	7	11	13	17
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru03-31</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	18	12	3	3	12	9
Assignment of Duties	13	14	17	11	19	16
Awards	0	3	4	0	5	2
Conversion to Full-time	0	0	0	1	0	1
<b>Disciplinary Action</b>						
Demotion	2	1	1	0	1	1
Reprimand	3	0	6	1	8	3
Suspension	2	3	5	7	8	9
Removal	1	0	2	1	1	1
Other	3	0	2	2	6	4
Duty Hours	4	3	4	1	3	4
Evaluation Appraisal	5	10	9	5	19	7
Examination/Test	0	1	1	0	0	1
<b>Harassment</b>						
Non-Sexual	40	51	47	51	73	72
Sexual	8	3	4	5	3	6
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	1	1	2	5	8	3
Promotion/Non-Selection	19	18	21	27	34	15
<b>Reassignment</b>						
Denied	0	0	3	1	1	0
Directed	5	0	4	1	5	1
Reasonable Accommodation	4	8	3	12	15	7
Reinstatement	1	0	0	1	0	0
Retirement	4	2	5	0	2	0
Termination	9	5	6	12	16	4
Terms/Conditions of Employment	27	31	15	10	21	8
Time and Attendance	9	6	7	0	5	5
Training	3	4	4	1	10	3
Other	5	5	4	18	20	3
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru03-31</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	191.29	240.56	249.32	336.69	214.57	194.28
Average number of days in final action	374.86	770.92	782.83	910.62	298.39	255.04
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	192.95	252.13	248.02	272.95	214.14	190.04
Average number of days in final	114.70	99.84	251.26	261.82	93.00	83.20

action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	190.07	230.20	250.30	373.55	214.86	196.23						
Average number of days in final action	564.70	1,011.49	944.38	1,161.30	401.09	300.26						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	20	9	10	11	24	9						
Average days pending prior to dismissal	463	139	108	169	88	71						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	7	8	3	4	3	1						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		4		12		11		0	
Without Hearing	0	0	1	100	4	100	10	83	10	91	0	0
With Hearing	0	0	0	0	0	0	2	17	1	9	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
<i>Note: Complaints can</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							

<i>be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		1		4		12		11		0	
Race	0	0	0	0	1	25	1	8	0	0	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	1	100	2	50	7	58	4	36	0	0
Sex	0	0	1	100	2	50	1	8	0	0	0	0
National Origin	0	0	0	0	1	25	1	8	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	25	3	25	2	18	0	0
Disability	0	0	0	0	0	0	3	25	5	45	0	0
Non-EEO	0	0	0	0	0	0	1	8	0	0	0	0
<b>Findings After Hearing</b>	0		0		0		2		1		0	
Race	0	0	0	0	0	0	1	50	0	0	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	0	0	0	0	0	0	1	50	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	1	50	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	1	9	0	0
Removal	0	0	0	0	0	0	1	8	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	1	9	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	25	4	33	5	45	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	2	50	1	8	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	9	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	2	17	2	18	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	1	8	1	9	0	0
Termination	0	0	0	0	1	25	1	8	2	18	0	0
Terms/Conditions of Employment	0	0	0	0	1	25	0	0	1	9	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	2	17	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	1	50	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>Findings Without Hearing</b>	0		1		4		10		10		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	10	0	0	0	0
Awards	0	0	1	100	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	1	10	0	0
Removal	0	0	0	0	0	0	1	10	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	1	10	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												

Non-Sexual	0	0	0	0	1	25	3	30	4	40	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	2	50	1	10	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	10	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	2	20	2	20	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	1	10	0	0
Termination	0	0	0	0	1	25	1	10	2	20	0	0
Terms/Conditions of Employment	0	0	0	0	1	25	0	0	1	10	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	2	20	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>2012Thru03-31</b>						
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total complaints from previous Fiscal Years	350	324	312	218	211	232						
Total Complainants	260	254	247	143	165	188						
<b>Number complaints pending</b>												
Investigation	18	10	11	10	10	31						

ROI issued, pending Complainant's action	3	1	0	3	0	8
Hearing	18	75	77	57	75	102
Final Agency Action	130	117	42	32	31	34
Appeal with EEOC Office of Federal Operations	4	5	5	6	9	9
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru03-31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	8	18	26	37	33	39