

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

FSA

For 4th Quarter 2009 for period ending September 30, 2009

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed		73	40	49	41	24
Number of Complainants		68	40	45	40	19
Repeat Filers		6	1	4	1	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Race		23	20	11	17	7
Color		5	7	0	3	2
Religion		3	3	1	2	0
Reprisal		38	20	22	23	14

National Origin		9	7	2	4	0
Equal Pay Act		1	0	0	1	0
Age		24	13	19	12	12
Disability		9	10	5	5	5
Non-EEO		0	3	1	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Appointment/Hire		2	0	5	1	1
Assignment of Duties		12	7	5	5	4
Awards		0	2	1	1	1
Conversion to Full-time		0	0	0	0	0
Disciplinary Action						
Demotion		0	0	0	0	0
Reprimand		0	1	1	1	1
Suspension		4	5	3	1	1
Removal		1	1	3	0	0
Other		0	2	1	1	1
Duty Hours		0	0	1	0	0
Evaluation Appraisal		9	3	2	7	5
Examination/Test		0	1	1	0	0
Harassment						
Non-Sexual		16	9	16	20	12
Sexual		0	1	1	1	2

Medical Examination		0	0	0	0	0
Pay (Including Overtime)		0	1	1	1	0
Promotion/Non-Selection		33	12	16	10	3
Reassignment						
Denied		1	0	0	0	0
Directed		1	1	5	4	0
Reasonable Accommodation		0	3	1	1	1
Reinstatement		0	0	0	0	0
Retirement		0	2	0	0	0
Termination		5	5	3	3	6
Terms/Conditions of Employment		2	2	2	1	0
Time and Attendance		4	4	4	4	4
Training		2	0	0	1	1
Other		6	3	2	2	6
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation		270.64	212.00	232.93	152.22	175.74
Average number of days in final action		703.90	272.75	281.24	972.04	1,025.83
Complaint pending during fiscal year where hearing was requested						
Average		268.92	231.55	209.89	40.00	40.50

number of days in investigation											
Average number of days in final action		49.50	52.75	214.60	82.67					50.50	
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation		272.12	194.82	250.21	231.71					291.67	
Average number of days in final action		776.61	547.75	341.82	1,099.10					1,128.50	
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data									2009Thru09-30	
	2004	2005	2006	2007	2008						
Total Complaints Dismissed by Agency		7	6	3	0					5	
Average days pending prior to dismissal		515	713	439	0					478	
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants		12	5	4	0					1	
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data									2009Thru09-30	
	2004	2005	2006	2007	2008						
	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings		3	4	0	0					1	

Assignment of Duties			0	0	0	0	0	0	0	0	0	0
Awards			1	33	0	0	0	0	0	0	0	0
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion			0	0	0	0	0	0	0	0	0	0
Reprimand			0	0	0	0	0	0	0	0	0	0
Suspension			0	0	0	0	0	0	0	0	0	0
Removal			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual			0	0	1	25	0	0	0	0	0	0
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			1	33	3	75	0	0	0	0	1	100
Reassignment												
Denied			0	0	1	25	0	0	0	0	0	0
Directed			0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	0	0	0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	1	25	0	0	0	0	0	0

Removal			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual			0	0	0	0	0	0	0	0	0	0
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			0	0	0	0	0	0	0	0	1	100
Reassignment												
Denied			0	0	0	0	0	0	0	0	0	0
Directed			0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	0	0	0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment			0	0	0	0	0	0	0	0	0	0
Time and Attendance			0	0	0	0	0	0	0	0	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other - User Defined			1	50	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-	

	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years		137	165	141	145	156
Total Complainants		106	137	123	128	135
Number complaints pending						
Investigation		4	3	4	17	21
ROI issued, pending Complainant's action		0	2	1	0	0
Hearing		4	3	4	53	59
Final Agency Action		44	56	48	31	9
Appeal with EEOC Office of Federal Operations		0	1	1	1	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames		6	4	8	28	29