

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

## GIPSA

For 4th Quarter 2010 for period ending September 30, 2010

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	6	8	18	9	10	9
Number of Complainants	5	7	17	5	8	9
Repeat Filers	0	1	1	2	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	2010Thru09-30
Race	4	5	5	4	3	8
Color	2	2	2	1	0	0
Religion	0	0	0	0	0	0
Reprisal	4	3	7	4	4	1
Sex	1	2	8	2	4	3
National Origin	0	0	0	0	1	0

Equal Pay Act	0	1	0	1	0	0
Age	2	6	12	4	1	5
Disability	1	0	0	3	0	0
Non-EEO	0	0	1	0	0	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2010Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	
Appointment/Hire	0	1	0	1	2	6
Assignment of Duties	2	1	0	1	0	0
Awards	1	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	1	0	0	0	0	0
Removal	0	0	0	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	3	0	1	3	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	1	2	3	3	1
Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	3	5	13	2	0	3
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	1	2	0	0	0
Reasonable Accommodation	0	0	0	2	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	1
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	2	1	0
Training	0	1	0	2	0	0
Other	1	3	1	0	3	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2010Thru09-30</b>
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	
Complaints pending during fiscal year						
Average number of days in investigation	315.33	209.88	0	225.43	185.30	264.50
Average number of days in final action	476.80	494.50	226.25	1,214.00	627.29	1,018.43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	266.33	224.00	0	227.82	120.00	311.00
Average number of days in final action	0	12.50	37.00	0	97.67	744.00

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	364.33	186.33	0	222.80	228.83	241.25						
Average number of days in final action	476.80	976.50	794.00	1,214.00	1,024.50	1,384.33						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2010Thru09-30</b>	
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Total Complaints Dismissed by Agency	5	0	0	1	0	0						
Average days pending prior to dismissal	813	0	0	59	0	0						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	2	0	2	0	1						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2010Thru09-30</b>	
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		0		0		0	
Without Hearing	0	0	2	100	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2010Thru09-30</b>	
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%



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	0	0	0	0	0	0	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	0	0	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>2010Thru09- 30</b>	
	<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</b>		<b>2009</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>	1		2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	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	0	0	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	0	0	0	0	0	0	0	0	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	0	0	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	1	100	2	100	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	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												





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	1	100	2	100	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2010Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Total complaints from previous Fiscal Years	20	18	20	29	29	14						
Total Complainants	20	17	17	27	26	13						
<b>Number complaints pending</b>												
Investigation	1	2	3	3	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	1	2	3	10	6	3						
Final Agency Action	8	6	5	7	3	0						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2010Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	11	4	2	1						