

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

## FS (and below)

For 4th Quarter 2011 for period ending September 30, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	140	111	113	100	121	146
Number of Complainants	123	102	103	47	114	133
Repeat Filers	13	9	10	4	4	9
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	2011Thru09-30
Race	30	20	26	23	32	41
Color	3	4	0	6	0	1
Religion	6	2	2	2	4	3
Reprisal	63	57	54	45	39	68
Sex	55	41	39	32	41	66
National Origin	24	9	10	14	15	18

Equal Pay Act	0	3	2	0	1	2
Age	41	36	23	35	35	51
Disability	32	26	25	16	26	29
Non-EEO	3	2	5	7	11	13
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
Appointment/Hire	16	18	12	3	3	10
Assignment of Duties	13	13	14	17	11	19
Awards	5	0	3	4	0	5
Conversion to Full-time	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	1	2	1	1	0	1
Reprimand	3	3	0	6	1	7
Suspension	1	2	3	5	7	7
Removal	0	1	0	2	1	1
Other	0	3	0	2	2	5
Duty Hours	2	4	3	4	1	2
Evaluation Appraisal	10	5	10	9	5	17
Examination/Test	0	0	1	1	0	0
<b>Harassment</b>						
Non-Sexual	60	40	51	47	51	70
Sexual	5	8	3	4	5	3
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	3	1	1	2	5	7
Promotion/Non-Selection	28	19	18	21	27	33
<b>Reassignment</b>						
Denied	0	0	0	3	1	1
Directed	3	5	0	4	1	4
Reasonable Accommodation	5	4	8	3	12	14
Reinstatement	0	1	0	0	1	0
Retirement	7	4	2	5	0	2
Termination	14	9	5	6	12	16
Terms/Conditions of Employment	24	27	31	15	10	22
Time and Attendance	5	9	6	7	0	4
Training	6	3	4	4	1	9
Other	10	5	5	4	18	15
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
Complaints pending during fiscal year						
Average number of days in investigation	192.26	191.29	240.56	249.32	336.69	215.13
Average number of days in final action	186.62	374.86	770.92	782.83	910.62	286.36
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	188.70	192.95	252.13	248.02	272.95	214.14
Average number of days in final	20.52	114.70	99.84	251.26	261.82	94.50

action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	195.38	190.07	230.20	250.30	373.55	215.79						
Average number of days in final action	585.25	564.70	1,011.49	944.38	1,161.30	402.37						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2011Thru09-30</b>	
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>							
Total Complaints Dismissed by Agency	21	20	9	10	11	24						
Average days pending prior to dismissal	609	463	139	108	169	112						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	8	7	8	3	4	3						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2011Thru09-30</b>	
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		1		4		12		9	
Without Hearing	1	50	0	0	1	100	4	100	10	83	8	89
With Hearing	1	50	0	0	0	0	0	0	2	17	1	11
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2011Thru09-30</b>	
<i>Note: Complaints can</i>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</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>	2		0		1		4		12		9	
Race	0	0	0	0	0	0	1	25	1	8	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	2	100	0	0	1	100	2	50	7	58	2	22
Sex	0	0	0	0	1	100	2	50	1	8	0	0
National Origin	0	0	0	0	0	0	1	25	1	8	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	25	3	25	2	22
Disability	0	0	0	0	0	0	0	0	3	25	5	56
Non-EEO	0	0	0	0	0	0	0	0	1	8	0	0
<b>Findings After Hearing</b>	1		0		0		0		2		1	
Race	0	0	0	0	0	0	0	0	1	50	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	1	100	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	0	0	1	50	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	1	50	1	100



Suspension	0	0	0	0	0	0	0	0	0	0	1	11
Removal	0	0	0	0	0	0	0	0	1	8	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	2	100	0	0	0	0	1	25	4	33	3	33
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	2	50	1	8	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	1	11
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	2	17	2	22
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	1	8	1	11
Termination	0	0	0	0	0	0	1	25	1	8	2	22
Terms/Conditions of Employment	0	0	0	0	0	0	1	25	0	0	1	11
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	11
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	2	17	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	2	50	1	10	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	1	13	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation	0	0	0	0	0	0	0	0	2	20	2	25	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	1	13	
Termination	0	0	0	0	0	0	1	25	1	10	2	25	
Terms/Conditions of Employment	0	0	0	0	0	0	1	25	0	0	1	13	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	13	
Training	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	2	20	0	0	
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>							
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>								
Total complaints from previous Fiscal Years	356	350	324	312	218	210							
Total Complainants	252	260	254	247	143	165							
<b>Number complaints pending</b>													
Investigation	17	18	10	11	10	10							
ROI issued, pending Complainant's action	0	3	1	0	3	0							
Hearing	17	18	75	77	57	76							

Final Agency Action	131	130	117	42	32	30
Appeal with EEOC Office of Federal Operations	3	4	5	5	6	9
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	9	8	18	26	37	34