

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

## GIPSA

For 4th Quarter 2012 for period ending September 30, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	18	9	10	9	11	9
Number of Complainants	17	5	8	9	11	9
Repeat Filers	1	2	2	0	0	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
	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>						
Race	5	4	3	8	8	5
Color	2	1	0	0	3	1
Religion	0	0	0	0	1	3
Reprisal	7	4	4	1	3	4
Sex	8	2	4	3	4	5
PDA	0	0	0	0	0	0

National Origin	0	0	1	0	1	0
Equal Pay Act	0	1	0	0	0	0
Age	12	4	1	5	5	4
Disability	0	3	0	0	4	3
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	1	0	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru09-30</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	2	6	4	0
Assignment of Duties	0	1	0	0	1	0
Awards	0	0	1	0	0	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	0	0	0	0	0	0
Removal	0	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	3	0	0	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	3	3	1	2	1

Sexual	0	0	1	0	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	13	2	0	3	4	5
<b>Reassignment</b>						
Denied	0	0	0	0	0	1
Directed	2	0	0	0	0	0
Reasonable Accommodation	0	2	0	0	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	1	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	2	1	0	1	1
Training	0	2	0	0	0	0
Other	1	0	3	0	1	2
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru09-30</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	0	225.43	185.30	273.20	161.12	149.50
Average number of days in final action	226.25	1,214.00	627.29	188.83	151.75	180.25
Complaint pending during fiscal year where hearing was requested						
Average number of days in	0	227.82	120.00	311.00	164.67	159.20

investigation												
Average number of days in final action	37.00	0	97.67	152.60	57.50	9.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	0	222.80	228.83	248.00	150.50	101.00						
Average number of days in final action	794.00	1,214.00	1,024.50	370.00	246.00	351.00						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru09-30</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	0	1	0	0	0	0						0
Average days pending prior to dismissal	0	59	0	0	-240	0						0
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	2	0	1	1	0						0
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru09-30</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
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>2012Thru09-</b>	















<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru09-30</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	11	4	2	1	1	4