

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

U.S. Fish and Wildlife Service:FWS

For 1st Quarter 2009 for period ending December 31, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	19	28	19	22	23	6
Number of Complainants	11	22	19	22	23	6
Repeat Filers	1	2	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	9	6	7	4	0
Color	2	4	1	3	2	0
Religion	1	0	1	1	3	0
Reprisal	14	17	9	9	14	2
Sex	8	13	6	9	3	3

National Origin	1	2	1	2	3	0
Equal Pay Act	3	0	0	0	0	0
Age	5	7	4	9	9	3
Disability	2	1	5	9	7	1
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	2	6	2	2	1	0
Assignment of Duties	2	3	2	2	2	1
Awards	0	2	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	4	2	0	2	0
Suspension	2	0	1	0	1	0
Removal	0	1	1	1	0	1
Other	2	3	4	0	3	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	4	2	1	5	2
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	7	12	7	8	12	1
Sexual	1	1	1	0	0	0

Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	4	2	0	0	0	0
Promotion/Non-Selection	4	4	1	6	2	0
Reassignment						
Denied	1	1	0	0	0	0
Directed	0	0	0	1	2	0
Reasonable Accommodation	0	2	0	1	2	0
Reinstatement	0	0	0	0	0	0
Retirement	1	1	1	0	1	0
Termination	1	2	5	4	1	1
Terms/Conditions of Employment	6	7	2	0	1	1
Time and Attendance	3	4	0	1	2	0
Training	2	0	1	0	0	0
Other	3	3	7	5	10	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	97.89	142.12	175.06	241.10	219.21	176.00
Average number of days in final action	0	154.40	184.42	120.71	151.73	195.75

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	96.00	151.80	183.83	228.40	185.08	176.00
Average number of days in final action	0	36.00	40.00	30.50	48.50	182.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	99.40	137.91	169.80	252.64	232.87	176.00
Average number of days in final action	0	184.00	197.55	241.00	167.62	200.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency	0	1	2	2	3	0
Average days pending prior to dismissal	0	24	77	352	128	0
Complaints Withdrawn by Complainants						
Total Complaints	0	2	0	1	1	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2009Thru12-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	50	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												
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	1	50	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	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	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2009Thru12-31					
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years	7	26	30	30	38	39						
Total Complainants	3	12	20	25	35	37						
Number complaints pending												
Investigation	0	0	0	2	2	7						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	0	0	0	2	2	7						
Final Agency Action	1	1	2	2	7	8						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	6	6	4	6