

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

## U.S. Department of the Interior

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	98	243	323	353	262	282
Number of Complainants	85	201	283	318	256	267
Repeat Filers	6	22	32	26	14	13
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	26	87	94	132	80	105
Color	16	29	42	45	36	33
Religion	4	12	10	19	10	13
Reprisal	51	124	150	188	134	131
Sex	39	97	133	132	102	100

National Origin	22	38	62	58	48	37
Equal Pay Act	1	10	9	10	4	6
Age	36	90	121	121	89	100
Disability	16	48	62	63	56	61
Non-EEO	0	0	0	2	3	6
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Appointment/Hire	21	37	61	48	32	42
Assignment of Duties	10	31	51	35	33	33
Awards	6	5	12	16	6	6
Conversion to Full-time	0	1	0	2	0	0
<b>Disciplinary Action</b>						
Demotion	2	1	0	1	0	1
Reprimand	1	10	15	8	7	7
Suspension	3	10	10	12	12	8
Removal	2	1	5	6	3	2
Other	7	11	12	7	12	10
Duty Hours	6	10	8	10	12	6
Evaluation Appraisal	7	13	19	28	25	40
Examination/Test	0	0	0	1	0	2
<b>Harassment</b>						
Non-Sexual	35	81	106	101	101	105
Sexual	2	11	17	21	9	12

Medical Examination	0	0	1	1	0	1
Pay (Including Overtime)	10	8	12	7	5	8
Promotion/Non-Selection	26	58	55	85	45	45
<b>Reassignment</b>						
Denied	1	2	4	4	2	3
Directed	3	9	11	14	13	14
Reasonable Accommodation	3	15	14	19	14	17
Reinstatement	0	0	0	0	1	1
Retirement	1	2	8	3	2	4
Termination	6	17	28	31	23	14
Terms/Conditions of Employment	7	20	34	26	25	17
Time and Attendance	4	9	14	12	18	16
Training	3	11	12	16	9	9
Other	11	31	28	37	31	28
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru09-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Complaints pending during fiscal year						
Average number of days in investigation	181.31	221.71	225.11	278.26	302.27	335.09
Average number of days in final action	170.83	52.62	187.03	154.65	184.48	188.97

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	184.91	211.09	221.58	278.64	294.81	338.69
Average number of days in final action	50.83	38.00	45.96	37.59	29.66	26.70
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	177.55	231.58	228.51	277.95	307.71	333.36
Average number of days in final action	230.83	73.10	227.33	259.39	306.59	289.20
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru09-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Total Complaints Dismissed by Agency	5	0	24	47	31	51
Average days pending prior to dismissal	576	0	133	380	425	292
<b>Complaints Withdrawn by Complainants</b>						

Total Complaints Withdrawn by Complainants	5	4	15	15	24	21						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2008Thru09-30</b>	
	<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	1	100	3	33	5	20	4	0
Without Hearing	0	0	0	0	1	100	1	33	1	20	0	0
With Hearing	0	0	0	0	0	0	2	67	4	80	4	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2008Thru09-30</b>	
	<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0	0	0	0	1	100	3	33	5	20	4	0
Race	0	0	0	0	0	0	0	0	3	60	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	1	25
Reprisal	0	0	0	0	0	0	2	67	4	80	2	50
Sex	0	0	0	0	0	0	1	33	3	60	1	25
National	0	0	0	0	0	0	1	33	0	0	0	0

Origin												
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	33	0	0	0	0
Disability	0	0	0	0	1	100	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	0		0		0		2		4		4	
Race	0	0	0	0	0	0	0	0	3	75	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	1	25
Reprisal	0	0	0	0	0	0	1	50	3	75	2	50
Sex	0	0	0	0	0	0	0	0	3	75	1	25
National Origin	0	0	0	0	0	0	1	50	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 Without Hearing</b>	0		0		1		1		1		0	
Race	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	1	100	1	100	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
<b>Findings Without Hearing</b>	0		0		1		1		1		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
<b>Harassment</b>												

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	1	100	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	1	100	1	100	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	99	160	346	432	530	532
Total Complainants	74	127	274	352	442	455
<b>Number complaints</b>						

<b>pending</b>						
Investigation	0	4	7	30	57	32
ROI issued, pending Complainant's action	0	0	1	1	4	0
Hearing	0	4	7	30	57	32
Final Agency Action	6	21	27	46	70	91
Appeal with EEOC Office of Federal Operations	0	0	0	1	1	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru09-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	10	35	51	81	122	80