

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

## U.S. Fish and Wildlife Service:FWS

For 4th Quarter 2009 for period ending September 30, 2009

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed	19	28	19	21	23	19
Number of Complainants	11	22	19	21	23	19
Repeat Filers	1	2	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	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	2
Color	2	4	1	3	2	1
Religion	1	0	1	1	3	1
Reprisal	14	17	9	8	14	10

Sex	8	13	6	9	3	9
National Origin	1	2	1	2	3	1
Equal Pay Act	3	0	0	0	0	0
Age	5	7	4	9	9	5
Disability	2	1	5	9	7	2
Non-EEO	0	0	0	0	0	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Appointment/Hire	2	6	2	1	1	1
Assignment of Duties	2	3	2	2	2	2
Awards	0	2	0	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	2	4	2	0	2	1
Suspension	2	0	1	0	1	2
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	5
Examination/Test	0	0	0	0	1	0
<b>Harassment</b>						
Non-Sexual	7	12	7	8	10	4

Sexual	1	1	1	0	0	1
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	3
<b>Reassignment</b>						
Denied	1	1	0	0	0	0
Directed	0	0	0	1	2	1
Reasonable Accommodation	0	2	0	0	2	0
Reinstatement	0	0	0	0	0	0
Retirement	1	1	1	0	1	0
Termination	1	2	5	4	1	2
Terms/Conditions of Employment	6	7	2	0	2	3
Time and Attendance	3	4	0	1	2	1
Training	2	0	1	0	0	1
Other	3	3	7	5	9	3
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2009Thru09-30</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Complaints pending during fiscal year						
Average number of days in investigation	64.00	113.16	105.50	160.00	178.36	139.78
Average number of days in final action	0	225.73	165.08	112.86	110.24	163.06
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	21.00	63.40	0	59.20	41.00	0						
Average number of days in final action	0	36.00	40.00	30.50	33.00	21.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	98.40	135.77	168.80	251.64	239.41	214.33						
Average number of days in final action	0	273.17	176.45	222.67	126.79	195.85						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2009Thru09-30</b>	
	<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</b>			
Total Complaints Dismissed by Agency	0	1	2	2	3	0						
Average days pending prior to dismissal	0	23	76	351	127	0						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	2	0	1	2	3						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2009Thru09-30</b>	
	<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</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	0		0		0		0		2		3	



Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	0	0	1	50	1	100
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 Without Hearing</b>	0		0		0		0		0		2	
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	0	0	0	0	1	50
Sex	0	0	0	0	0	0	0	0	0	0	1	50
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>2009Thru09-30</b>	
	<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</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>	0		0		0		0		2		3	



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	1	33
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 After Hearing</b>	0		0		0		0		2		1	
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												





Employment												
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>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2009Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>							
Total complaints from previous Fiscal Years	7	26	30	30	37	35						
Total Complainants	3	12	20	25	34	33						
<b>Number complaints pending</b>												
Investigation	0	0	0	2	1	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	6	5	13	11	9	10						
Final Agency Action	1	1	2	4	7	4						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2009Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	6	5	2	4						