

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

National Park Service:NPS

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	64	94	116	77	67	85
Number of Complainants	57	82	103	76	67	83
Repeat Filers	6	7	8	1	0	2
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	28	28	48	27	24	38
Color	12	15	17	17	10	9
Religion	4	2	3	2	2	5
Reprisal	38	48	66	46	36	37

Sex	27	35	35	24	25	26
National Origin	14	25	12	10	4	9
Equal Pay Act	1	1	6	2	3	0
Age	17	28	34	23	18	23
Disability	15	19	25	14	23	24
Non-EEO	0	0	0	1	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
<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	10	18	15	10	12	11
Assignment of Duties	19	25	15	17	12	12
Awards	2	2	7	3	2	7
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	5	4	2	2	2	4
Suspension	2	5	6	3	3	6
Removal	0	1	1	0	0	1
Other	5	4	1	4	7	7
Duty Hours	8	6	7	6	5	2
Evaluation Appraisal	7	8	11	9	12	15
Examination/Test	0	0	0	0	0	2
Harassment						
Non-Sexual	31	30	40	35	25	32

Sexual	4	4	3	3	6	0
Medical Examination	0	0	1	0	0	1
Pay (Including Overtime)	3	2	2	1	1	4
Promotion/Non-Selection	14	16	18	11	6	16
Reassignment						
Denied	1	1	1	0	1	2
Directed	2	5	8	1	4	4
Reasonable Accommodation	6	5	11	6	8	10
Reinstatement	0	0	0	0	0	0
Retirement	0	1	1	0	1	1
Termination	5	4	10	7	3	14
Terms/Conditions of Employment	5	19	13	23	11	15
Time and Attendance	3	7	6	11	9	8
Training	5	4	2	3	7	7
Other	15	12	19	7	11	12
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	198.19	229.55	230.75	248.63	293.22	150.73
Average number of days in final action	0	456.11	152.98	168.42	198.75	266.39
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	87.95	133.75	114.76	147.38	102.30	35.96						
Average number of days in final action	0	35.25	35.87	22.38	28.05	19.33						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	294.04	342.26	327.42	341.61	398.47	213.75						
Average number of days in final action	0	526.25	311.41	241.44	290.34	351.90						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency	0	10	21	10	18	8						
Average days pending prior to dismissal	0	163	475	401	205	210						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	1	3	7	5	7						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number	0		0		1		0		1		0	

Findings												
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	1	100	0	0	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		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	1	100	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	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
Findings After Hearing	0		0		1		0		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	1	100	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	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
Findings Without Hearing	0		0		0		0		0		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	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	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	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
Findings of Discrimination Rendered by	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-	

	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		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
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	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	100	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 Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	100	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	1	100	0	0
Evaluation Appraisal	0	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	0
Harassment													
Non-Sexual	0	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	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	0	0	0	1	100	0	0	0	0	0	0	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation	0	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	0
Retirement	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	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	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						2009Thru09-30					
	Previous Fiscal Year Data											
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years	58	117	148	185	185	151						
Total Complainants	47	95	119	149	151	135						
Number complaints pending												
Investigation	0	0	11	28	2	1						
ROI issued, pending Complainant's action	0	0	0	3	0	0						
Hearing	33	39	51	51	62	58						
Final Agency Action	6	7	9	30	30	6						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	20	17	21	50	7	9