

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

## Office of the Secretary:OS

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	16	35	23	44	29
Number of Complainants	19	16	27	23	41	29
Repeat Filers	1	2	2	1	1	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	9	3	23	11	26	16
Color	3	3	8	6	1	4
Religion	0	1	5	0	0	2
Reprisal	9	10	16	13	21	14

Sex	8	7	17	14	14	13
National Origin	3	3	11	11	8	7
Equal Pay Act	0	2	0	0	1	0
Age	8	7	19	11	14	7
Disability	4	6	3	6	7	2
Non-EEO	0	0	0	0	1	0
<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	6	5	9	2	0	3
Assignment of Duties	0	2	2	3	1	2
Awards	0	0	0	1	2	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	0	0
Reprimand	0	0	1	0	2	1
Suspension	0	1	0	0	0	0
Removal	0	2	1	0	0	1
Other	1	2	1	2	0	1
Duty Hours	1	1	0	0	1	0
Evaluation Appraisal	3	2	5	4	4	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	4	6	6	8	19	12

Sexual	1	0	0	0	1	3
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	6	1
Promotion/Non-Selection	4	0	11	2	13	6
<b>Reassignment</b>						
Denied	0	0	0	1	0	0
Directed	0	1	1	6	2	0
Reasonable Accommodation	1	0	0	1	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	1	1	0
Termination	1	3	1	1	0	3
Terms/Conditions of Employment	0	1	0	0	2	2
Time and Attendance	1	1	0	0	3	2
Training	0	0	0	0	1	0
Other	0	2	1	1	2	1
<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	154.86	175.95	199.32	234.56	271.80	143.11
Average number of days in final action	0	186.83	79.29	86.14	209.21	21.86
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	44.33	163.91	199.33	83.00	109.32	35.00						
Average number of days in final action	0	24.00	41.33	36.80	11.60	12.33						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	237.75	190.67	199.29	386.12	411.86	226.27						
Average number of days in final action	0	268.25	307.00	209.50	319.00	39.00						
<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	0	2	3						15	
Average days pending prior to dismissal	0	78	0	161	76						161	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	1	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		1		1	

Findings												
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	1	100	1	100
<b>Findings of Discrimination Rendered by Basis</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 and findings.</i>	<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	1	100	1	100
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	1	100	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	1	100	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	1	100
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
<hr/>												
<b>Findings After Hearing</b>	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	1	100	1	100







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	1	100
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	1	100	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	1	100
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
<b>Findings Without Hearing</b>	0		0		0		0		0		0	



Accommodation												
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
<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	10	25	17	43	51	54						
Total Complainants	8	22	17	34	43	47						
<b>Number complaints pending</b>												
Investigation	0	0	1	3	1	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	7	7	7	24	15	23						
Final Agency Action	0	0	0	3	2	0						
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	1	4	4	23	11	7
--	---	---	---	----	----	---