

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

U.S. Geological Survey:USGS

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 | 13 | 11 | 23 | 14 | 14 | 12 |
| Number of Complainants | 13 | 11 | 23 | 14 | 14 | 10 |
| Repeat Filers | 0 | 0 | 0 | 0 | 0 | 1 |
| 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 | 5 | 1 | 5 | 3 | 7 | 2 |
| Color | 3 | 1 | 1 | 1 | 1 | 1 |
| Religion | 1 | 1 | 0 | 1 | 0 | 0 |
| Reprisal | 7 | 4 | 12 | 6 | 6 | 5 |

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

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Sexual | 0 | 2 | 0 | 1 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 2 | 0 | 1 | 0 | 0 |
| Promotion/Non-Selection | 7 | 3 | 10 | 1 | 4 | 7 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 1 | 1 | 0 | 0 |
| Reasonable Accommodation | 0 | 1 | 1 | 1 | 2 | 1 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 1 | 0 | 0 |
| Termination | 1 | 1 | 2 | 3 | 2 | 0 |
| Terms/Conditions of Employment | 2 | 1 | 1 | 0 | 1 | 1 |
| Time and Attendance | 0 | 0 | 3 | 3 | 1 | 0 |
| Training | 1 | 1 | 1 | 2 | 0 | 1 |
| Other | 0 | 0 | 1 | 0 | 0 | 0 |
| 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 | 195.29 | 185.80 | 163.25 | 121.81 | 147.00 | 135.56 |
| Average number of days in final action | 0 | 128.30 | 115.00 | 194.87 | 174.12 | 145.62 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |

| | | | | | | | | | | | | |
|--|----------------------------------|--------|-------------|--------|-------------|--------|-------------|---|-------------|---|----------------------|---|
| Average number of days in investigation | 135.33 | 160.29 | 84.00 | 0 | 104.25 | 0 | | | | | | |
| Average number of days in final action | 0 | 33.00 | 22.75 | 34.50 | 0 | 2.00 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 240.25 | 208.12 | 183.06 | 177.18 | 168.38 | 216.90 | | | | | | |
| Average number of days in final action | 0 | 152.12 | 161.12 | 253.18 | 199.00 | 193.50 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2009Thru09-30 | |
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | | |
| Total Complaints Dismissed by Agency | 0 | 2 | 1 | 0 | 3 | 2 | | | | | | |
| Average days pending prior to dismissal | 0 | 49 | 383 | 0 | 73 | 299 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 0 | 1 | 1 | 2 | 2 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2009Thru09-30 | |
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number | 0 | | 0 | | 0 | | 2 | | 0 | | 0 | |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 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 Without Hearing | 0 | | 0 | | 0 | | 1 | | 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 | 1 | 100 | 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 Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2009Thru09-30 | |
| | 2004 | | 2005 | | 2006 | | 2007 | | 2008 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 0 | | 2 | | 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 | 1 | 100 | 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 | 6 | 19 | 14 | 20 | 14 | 15 | | | | | | |
| Total Complainants | 6 | 19 | 14 | 20 | 14 | 15 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Hearing | 3 | 4 | 2 | 3 | 2 | 3 | | | | | | |
| Final Agency Action | 3 | 2 | 2 | 0 | 1 | 1 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | 2009Thru09-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2004 | 2005 | 2006 | 2007 | 2008 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | |

| | | | | | | |
|--------|--|--|--|--|--|--|
| Frames | | | | | | |
|--------|--|--|--|--|--|--|