

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Office of the Secretary: OS (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

Mixed Cases are Included in this report

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	31	50	34	32	42	25
Number of Complainants	30	47	34	32	42	25
Repeat Filers	2	1	0	0	0	0
<ol style="list-style-type: none"> 1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year. 2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. 3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year. <p style="text-align: center;">Complaints by Basis</p> <p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p>	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Race	13	27	18	12	18	13
Color	6	1	5	6	7	7

Religion	0	0	3	4	3	2
Reprisal	0	0	0	0	0	14
Sex	16	14	15	18	14	12
PDA	0	0	0	0	0	0
National Origin	13	10	8	8	8	7
Equal Pay Act	0	1	0	0	1	0
Age	15	17	10	6	13	11
Disability	7	7	4	5	11	2
Genetics	0	0	0	0	0	0
Non-EEO	1	1	0	2	1	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	3	0	4	1	3	0
Assignment of Duties	3	1	2	3	7	1
Awards	1	2	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	2	1	2	5	2
Suspension	0	0	0	6	1	1
Removal	0	0	1	2	2	1
Other	2	0	1	0	3	1
Duty Hours	0	1	0	0	1	1
Evaluation Appraisal	5	4	6	6	6	7

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	9	20	13	18	21	11
Sexual	0	1	3	1	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	6	1	0	2	1
Promotion/Non-Selection	6	17	9	5	8	3
Reassignment						
Denied	1	0	0	0	0	0
Directed	6	2	0	3	1	2
Reasonable Accommodation	1	1	0	3	4	0
Reinstatement	0	0	0	0	0	0
Retirement	1	1	0	0	1	0
Termination	1	0	3	2	2	1
Terms/Conditions of Employment	0	2	2	4	8	13
Time and Attendance	0	3	2	2	3	2
Training	0	1	0	0	0	1
Other	3	3	1	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	296.37	403.60	217.53	173.88	249.00	262.04
Average number of days in final action	89.36	106.15	42.18	177.30	220.42	122.56
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	309.42	417.69	232.92	172.77	251.43	265.30						
Average number of days in final action	36.80	0	12.33	40.40	32.00	11.75						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	285.93	390.97	199.95	175.16	247.11	259.87						
Average number of days in final action	133.17	298.70	75.75	314.20	357.45	211.20						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	3	6	14	1	1						2	
Average days pending prior to dismissal	131	98	161	552	185						118	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	4	3	3	1	5						1	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		2		0		2		0	
Without Hearing	0	0	0	0	1	50	0	0	0	0	0	0
With Hearing	0	0	1	100	1	50	0	0	2	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
<i>Note: Complaints can be filed</i>	2007	2008	2009	2010	2011							

<i>alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		2		0		2		0	
Race	0	0	1	100	2	100	0	0	2	100	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	2	100	0	0	0	0	0	0
PDA	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	1	50	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	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		1		1		0		2		0	
Race	0	0	1	100	1	100	0	0	2	100	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	1	100	0	0	0	0	0	0
PDA	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	1	100	0	0	0	0	0	0

Promotion/Non-Selection	0	0	0	0	1	100	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	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						2012 Thru 03-31					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	53	59	58	47	62	70						
Total Complainants	42	49	51	45	61	69						
Number complaints pending												
Investigation	3	1	1	0	2	11						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	26	16	22	29	30	21						
Final Agency Action	4	2	0	5	3	12						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	7						
Complaint Investigations	Comparative Data											

	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	23	10	5	5	8	9

Pending Complaints Filed in Previous Fiscal Years by Status:

Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.

ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.

Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.

Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.

Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.