

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Department of the Interior (and below)

For 3rd Quarter 2014 for period ending June 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Through06-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	283	314	303	360	301	203
Number of Complainants	270	310	302	355	296	200
Repeat Filers	5	4	1	5	3	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Through 06-30
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	98	90	90	107	113	56
Color	23	24	36	45	37	20
Religion	19	11	18	14	22	11
Reprisal	142	139	153	196	166	109
Sex	109	131	109	146	111	77
PDA	0	0	0	1	1	1
National Origin	38	47	46	47	44	26
Equal Pay Act	2	1	2	3	0	1

Age	98	98	104	144	105	76
Disability	64	70	77	99	89	76
Genetics	0	0	1	2	0	2
Non-EEO	3	10	7	10	6	8
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014 Through 06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Appointment/Hire	30	42	40	40	19	15
Assignment of Duties	33	36	31	53	44	21
Awards	14	6	8	10	3	1
Conversion to Full-time	0	0	0	0	0	1
<b>Disciplinary Action</b>						
Demotion	2	1	2	3	0	2
Reprimand	12	11	24	31	23	15
Suspension	12	19	14	18	19	6
Removal	13	7	4	6	6	5
Other	12	8	16	21	9	5
Duty Hours	6	6	7	12	9	7
Evaluation Appraisal	36	35	38	54	46	27
Examination/Test	2	2	1	1	0	0
<b>Harassment</b>						
Non-Sexual	105	114	122	145	124	78
Sexual	11	15	13	18	9	8
Medical Examination	1	0	1	2	3	1

Pay (Including Overtime)	6	4	3	13	8	5
Promotion/Non-Selection	61	42	36	56	35	33
<b>Reassignment</b>						
Denied	3	2	2	3	2	3
Directed	11	10	9	6	2	6
Reasonable Accommodation	17	16	20	31	30	21
Reinstatement	1	1	1	0	1	0
Retirement	1	3	7	1	2	2
Termination	35	38	33	38	33	16
Terms/Conditions of Employment	32	38	34	66	43	23
Time and Attendance	20	19	21	26	18	12
Training	15	14	12	25	10	5
Other	20	26	19	19	12	10
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014 Through 06-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Complaints pending during fiscal year						
Average number of days in investigation	155.30	261.18	247.15	273.84	271.38	237.47
Average number of days in final action	245.38	102.20	106.81	146.62	152.44	213.89
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	31.01	246.71	264.27	280.48	274.86	238.26
Average number of days in final action	30.07	42.04	36.35	41.75	68.16	102.12
Complaint pending during fiscal year where hearing was not requested						
Average number of	249.01	284.82	212.64	264.10	265.38	236.32

days in investigation												
Average number of days in final action	331.21	146.84	159.91	205.26	196.58	274.63						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 06-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total Complaints Dismissed by Agency	38	28	33	30	33	19						
Average days pending prior to dismissal	303	284	314	182	335	175.21						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	19	21	26	24	18	19						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 06-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	11		10		9		3		5		0	
Without Hearing	6	55	6	60	3	33	2	67	4	80	0	0
With Hearing	5	45	4	40	6	67	1	33	1	20	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 06-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	11		10		9		3		5		0	
Race	2	18	4	40	3	33	0	0	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	10	0	0	0	0	0	0	0	0
Reprisal	6	55	4	40	3	33	2	67	4	80	0	0
Sex	5	45	5	50	3	33	2	67	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	3	30	1	11	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	18	3	30	2	22	1	33	0	0	0	0
Disability	0	0	2	20	2	22	0	0	3	60	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
<b>Findings After Hearing</b>	5		4		6		1		1		0	
Race	1	20	3	75	3	50	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	2	40	1	25	2	33	1	100	1	100	0	0
Sex	2	40	2	50	1	17	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	25	1	17	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	40	1	25	0	0	0	0	0	0	0	0
Disability	0	0	1	25	1	17	0	0	1	100	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

<b>Findings Without Hearing</b>	5		6		3		2		4		1	
Race	0	0	1	17	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	1	100
Religion	0	0	1	17	0	0	0	0	0	0	1	100
Reprisal	4	80	3	50	1	33	1	50	3	75	1	100
Sex	2	40	3	50	2	67	1	50	2	50	1	100
PDA	0	0	0	0	0	0	0	0	0	0	1	100
National Origin	0	0	2	33	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	100
Age	0	0	2	33	2	67	1	50	0	0	1	100
Disability	0	0	1	17	1	33	0	0	2	50	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	1	100
Non-EEO	0	0	0	0	0	0	0	0	0	0	1	100
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 06-30</b>	
	<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</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>	11		10		9		3		5		0	
Appointment/Hire	1	9	2	20	1	11	1	33	0	0	0	0
Assignment of Duties	2	18	0	0	1	11	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
<b>Disciplinary Action</b>												
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	1	9	2	20	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	20	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	9	0	0	1	11	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	2	22	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	5	45	1	10	2	22	1	33	2	40	0	0
Sexual	1	9	1	10	0	0	1	33	2	40	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	2	18	1	10	3	33	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	9	1	10	1	11	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	11	0	0	1	20	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	2	20	1	11	0	0	2	40	0	0
Terms/Conditions of Employment	1	9	0	0	1	11	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	9	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	11	0	0	0	0	0	0

<b>Findings After Hearing</b>	5		4		6		1		1		0	
Appointment/Hire	1	20	2	50	1	17	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
<b>Disciplinary Action</b>												
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	1	100	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	0	0	0
Evaluation Appraisal	0	0	0	0	1	17	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	3	60	1	25	1	17	1	100	1	100	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	3	50	0	0	0	0	0	0
<b>Reassignment</b>												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	20	1	25	1	17	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	1	17	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	20	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	17	0	0	0	0	0	0
<b>Findings Without Hearing</b>	6		6		3		2		4		1	
Appointment/Hire	0	0	0	0	0	0	1	50	0	0	1	100
Assignment of Duties	2	33	0	0	1	33	0	0	0	0	1	100
Awards	0	0	0	0	0	0	0	0	0	0	1	100
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	1	100
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	1	100
Reprimand	0	0	0	0	0	0	0	0	0	0	1	100
Suspension	1	17	2	33	0	0	0	0	0	0	1	100
Removal	0	0	0	0	0	0	0	0	0	0	1	100
Other	0	0	0	0	0	0	0	0	0	0	1	100
Duty Hours	1	17	0	0	1	33	0	0	0	0	1	100
Evaluation Appraisal	0	0	0	0	1	33	0	0	0	0	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	1	100
Harassment												
Non-Sexual	2	33	0	0	1	33	0	0	1	25	1	100
Sexual	1	17	1	17	0	0	1	50	2	50	1	100

Medical Examination	0	0	0	0	0	0	0	0	0	0	1	100
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	1	100
Promotion/Non-Selection	2	33	1	17	0	0	0	0	0	0	1	100
<b>Reassignment</b>												
Denied	0	0	0	0	0	0	0	0	0	0	1	100
Directed	0	0	0	0	0	0	0	0	0	0	1	100
Reasonable Accommodation	0	0	0	0	1	33	0	0	1	25	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	1	100
Retirement	0	0	0	0	0	0	0	0	0	0	1	100
Termination	0	0	2	33	1	33	0	0	2	50	1	100
Terms/Conditions of Employment	1	17	0	0	0	0	0	0	0	0	1	100
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	1	100
Other - User Defined	0	0	0	0	0	0	0	0	0	0	1	100
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2014 Through 06-30</b>						
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total complaints from previous Fiscal Years	486	404	464	474	505	334						
Total Complainants	438	375	450	460	493	326						
<b>Number complaints pending</b>												
Investigation	31			10	26	21	11	35				
ROI issued, pending Complainant's action	1			3	3	4	0	1				
Hearing	160			133	150	165	192	233				

Final Agency Action	20	32	35	20	44	63
Appeal with EEOC Office of Federal Operations	0	0	1	1	1	145
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014 Through 06-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	67	39	60	52	27	50