

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

**U.S. Fish and Wildlife Service: FWS (and below)**

**For 1st Quarter 2013 for period ending December 31, 2012**

**\*\*Mixed Cases are Included in this report\*\***

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Through 12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	23	19	14	30	37	10
Number of Complainants	23	19	14	30	37	10
Repeat Filers	0	0	0	0	0	0
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.  <b>Complaints by Basis</b>	Comparative Data					
	Previous Fiscal Year Data					2013 Through 12-31
	2008	2009	2010	2011	2012	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Race	4	2	1	7	10	4
Color	2	1	0	4	4	1
Religion	3	1	0	0	0	1
Reprisal	14	10	6	17	19	3
Sex	3	8	2	15	10	3
PDA	0	0	0	0	0	0
National Origin	3	1	0	2	5	1
Equal Pay Act	0	0	0	0	1	0
Age	9	5	4	11	12	1
Disability	7	2	9	12	13	3
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013 Through 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2008	2009	2010	2011	2012	
Appointment/Hire	1	0	1	7	1	2
Assignment of Duties	2	4	1	6	8	2
Awards	0	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	2	1	1	1	4	0
Suspension	1	2	2	2	4	0
Removal	0	1	0	1	1	0
Other	3	0	0	0	0	0
Duty Hours	0	0	0	1	2	0
Evaluation Appraisal	5	6	2	5	7	3
Examination/Test	1	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	10	4	4	12	14	1
Sexual	0	1	0	2	2	1
Medical Examination	0	0	0	1	0	0
Pay (Including Overtime)	0	0	0	0	1	0
Promotion/Non-Selection	2	3	2	4	8	0
<b>Reassignment</b>						
Denied	0	0	0	0	1	0
Directed	2	1	0	1	0	0
Reasonable Accommodation	2	0	3	2	4	0
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	1	0	0
Termination	1	3	2	2	4	1
Terms/Conditions of Employment	2	3	4	0	5	2
Time and Attendance	2	1	0	0	3	0

Training	0	1	0	1	4	1	
Other	9	2	0	1	4	1	
<b>Processing Time</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>					<b>2013 Through 12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>		
Complaints pending during fiscal year							
Average number of days in investigation	231.87	214.33	204.00	162.77	177.24	151.50	
Average number of days in final action	91.88	163.33	74.33	130.58	106.23	25.67	
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	189.23	178.25	228.33	162.54	188.57	149.00	
Average number of days in final action	33.00	15.75	26.50	7.00	11.50	25.67	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	264.47	255.57	189.40	163.11	171.57	154.00	
Average number of days in final action	105.46	217.00	98.25	141.82	123.45	0	
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>					<b>2013 Through 12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>		
Total Complaints Dismissed by Agency	3	0	0	0	7	0	
Average days pending prior to dismissal	127	0	0	0	105	0	
<b>Complaints Withdrawn by Complainants</b>							
Total Complaints Withdrawn by Complainants	2	3	2	0	1	0	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>						
	<b>Previous Fiscal Year Data</b>					<b>2013 Through 12-31</b>	
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>		
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>
Total Number Findings	2	3	0	0	0	0	

Without Hearing	0	0	2	67	0	0	0	0	0	0	0	0
With Hearing	2	100	1	33	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013 Through 12-31</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>			
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</u>	<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>	2		3		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	1	50	1	33	0	0	0	0	0	0	0	0
Sex	1	50	2	67	0	0	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	0	0	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
<b>Findings After Hearing</b>	2		1		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	1	50	0	0	0	0	0	0	0	0	0	0
Sex	1	50	1	100	0	0	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	0	0	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
<b>Findings Without Hearing</b>	0		2		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	1	50	0	0	0	0	0	0	0	0
Sex	0	0	1	50	0	0	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	0	0	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013 Through 12-31</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</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>	2		3		0		0		0		0	
Appointment/Hire	1	50	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
<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	0	0	0	0
Other	1	50	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	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	2	67	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	0	0	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	1	33	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 After Hearing</b>												
	2		1		0		0		0		0	
Appointment/Hire	1	50	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	1	50	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	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	1	100	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	0	0	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
<b>Findings Without Hearing</b>												
	0		2		0		0		0		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	0	0	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	1	50	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	0	0	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	1	50	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>Comparative Data</b>												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>												
<b>Previous Fiscal Year Data</b>												
<b>2008      2009      2010      2011      2012      2013 Through 12-31</b>												
Total complaints from previous Fiscal Years	30	28	20	20	32	42						
Total Complainants	29	28	20	20	32	41						
<b>Number complaints pending</b>												
Investigation	1	0	0	0	0	18						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	5	6	4	3	9	11						
Final Agency Action	4	1	2	1	1	1						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	4						
<b>Comparative Data</b>												
<b>Complaint Investigations</b>												
<b>Previous Fiscal Year Data</b>												
<b>2008      2009      2010      2011      2012      2013 Through 12-31</b>												
Pending Complaints Where Investigations Exceed Required Time Frames	1	3	0	0	2	8						

**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.*