

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

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

For 1st Quarter 2014 for period ending December 31, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
Number of Complaints Filed	<u>19</u>	<u>14</u>	<u>30</u>	<u>38</u>	<u>41</u>	<u>7</u>
Number of Complainants	19	14	30	38	41	7
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. Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Race	<u>2</u>	<u>1</u>	<u>7</u>	<u>11</u>	<u>18</u>	<u>4</u>
Color	<u>1</u>	<u>0</u>	<u>4</u>	<u>4</u>	<u>5</u>	<u>1</u>
Religion	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>
Reprisal	<u>10</u>	<u>6</u>	<u>17</u>	<u>19</u>	<u>23</u>	<u>3</u>
Sex	<u>8</u>	<u>2</u>	<u>15</u>	<u>11</u>	<u>15</u>	<u>3</u>
PDA	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>
National Origin	<u>1</u>	<u>0</u>	<u>2</u>	<u>5</u>	<u>4</u>	<u>2</u>
Equal Pay Act	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>
Age	<u>5</u>	<u>4</u>	<u>11</u>	<u>13</u>	<u>11</u>	<u>2</u>
Disability	<u>2</u>	<u>9</u>	<u>12</u>	<u>14</u>	<u>12</u>	<u>3</u>
Genetics	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Non-EEO	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>						
Appointment/Hire	0	1	7	1	2	0
Assignment of Duties	4	1	6	8	9	2
Awards	0	0	0	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	1	1	4	2	0
Suspension	2	2	2	4	2	0
Removal	1	0	1	1	1	0
Other	0	0	0	0	0	0
Duty Hours	0	0	1	2	2	0
Evaluation Appraisal	6	2	5	7	9	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	4	12	15	16	5
Sexual	1	0	2	2	2	0
Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	0	0	0	1	0	0
Promotion/Non-Selection	3	2	4	9	5	0
Reassignment						
Denied	0	0	0	1	1	0
Directed	1	0	1	0	0	0
Reasonable Accommodation	0	3	2	4	2	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Termination	3	2	2	4	3	1
Terms/Conditions of Employment	3	4	0	4	5	0
Time and Attendance	1	0	0	3	0	0

Training	1	0	1	4	2	0						
Other	2	0	1	4	1	0						
Processing Time	Comparative Data											
	Previous Fiscal Year Data					2014 Through 12-31						
	2009	2010	2011	2012	2013							
Complaints pending during fiscal year												
Average number of days in investigation	219.36	211.47	162.77	173.61	177.29	188.50						
Average number of days in final action	146.00	85.00	130.18	106.23	90.47	163.00						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	183.14	231.80	163.33	173.20	182.89	181.00						
Average number of days in final action	16.00	67.33	7.00	11.50	34.56	0						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	255.57	201.30	162.10	173.92	171.00	196.00						
Average number of days in final action	193.27	98.25	142.50	123.45	153.38	163.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2014 Through 12-31						
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	0	0	0	7	3	0						
Average days pending prior to dismissal	3	3	3	104.57	85	3						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	3	2	0	1	1	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data					2014 Through 12-31						
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data					2014 Through 12-31						
	2009	2010	2011	2012	2013							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		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	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	<u>1</u>	33	<u>0</u>	0								
Sex	<u>2</u>	67	<u>0</u>	0								
PDA	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After Hearing												
	<u>1</u>		<u>0</u>		<u>0</u>		<u>0</u>		<u>0</u>		<u>0</u>	
Race	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Sex	<u>1</u>	100	<u>0</u>	0								
PDA	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings Without Hearing												
	<u>2</u>		<u>0</u>		<u>0</u>		<u>0</u>		<u>0</u>		<u>0</u>	
Race	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	<u>1</u>	50	<u>0</u>	0								
Sex	<u>1</u>	50	<u>0</u>	0								
PDA	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disability	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2014 Through 12-31	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		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	2	67	0	0	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	1	33	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
Findings After Hearing												
Appointment/Hire	1		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	1	100	0	0	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
Findings Without Hearing												
Appointment/Hire	2		0		0		0		0		0	

Assignment of Duties	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Awards	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Conversion to Full-time	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Disciplinary Action													
Demotion	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Reprimand	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Suspension	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Removal	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Other	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Duty Hours	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Evaluation Appraisal	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Examination/Test	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Harassment													
Non-Sexual	<u>1</u>	50	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Sexual	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Medical Examination	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Pay (Including Overtime)	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Promotion/Non-Selection	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Reassignment													
Denied	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Directed	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Reasonable Accommodation	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Reinstatement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Retirement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Termination	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Terms/Conditions of Employment	<u>1</u>	50	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Time and Attendance	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Training	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Other - User Defined	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	
Pending Complaints Filed in Previous Fiscal Years by Status							Comparative Data						
							Previous Fiscal Year Data					2014 Through 12-31	
							2009	2010	2011	2012	2013		
Total complaints from previous Fiscal Years							<u>7</u>	<u>6</u>	<u>5</u>	<u>12</u>	<u>22</u>	<u>51</u>	
Total Complainants							7	6	5	12	22	51	
Number complaints pending													
Investigation							<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>17</u>	

ROI issued, pending Complainant's action	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Hearing	<u>5</u>	<u>4</u>	<u>3</u>	<u>7</u>	<u>14</u>	<u>21</u>
Final Agency Action	<u>2</u>	<u>2</u>	<u>1</u>	<u>3</u>	<u>3</u>	<u>7</u>
Appeal with EEOC Office of Federal Operations	<u>1</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	<u>3</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>3</u>	<u>9</u>

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.