

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

National Park Service: NPS (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	67	86	89	87	115	46
Number of Complainants	67	84	89	87	114	146
Repeat Filers	0	2	0	0	1	0
<ol style="list-style-type: none"> Number of complaints: This is based on the number of complaints filed during the Fiscal Year. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year. 	<p align="center">Comparative Data</p>					
Complaints by Basis	<p align="center">Previous Fiscal Year Data</p>					<p align="center">2013 Through 12-31</p>
<p><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></p>	2008	2009	2010	2011	2012	
Race	24	38	32	27	34	6
Color	10	7	7	9	15	1
Religion	2	6	3	6	3	0
Reprisal	36	44	39	49	59	9
Sex	25	28	33	28	36	3
PDA	0	0	0	0	0	0
National Origin	4	10	15	13	9	1
Equal Pay Act	3	1	1	1	2	0
Age	18	24	30	28	45	2
Disability	23	24	22	26	29	6
Genetics	0	0	0	1	1	0
Non-EEO	3	2	1	2	3	1

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	12	10	15	10	14	1
Assignment of Duties	12	14	17	11	18	1
Awards	2	8	1	3	4	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	1	0
Reprimand	2	5	2	10	9	0
Suspension	3	6	7	2	5	2
Removal	0	2	2	1	2	0
Other	7	9	5	7	14	1
Duty Hours	5	3	2	1	3	1
Evaluation Appraisal	11	17	14	10	22	0
Examination/Test	0	2	1	1	1	0
Harassment						
Non-Sexual	23	37	29	34	39	4
Sexual	5	1	3	5	8	0
Medical Examination	0	1	0	0	1	0
Pay (Including Overtime)	1	4	3	1	6	1
Promotion/Non-Selection	6	20	11	11	17	2
Reassignment						
Denied	1	2	2	2	0	0
Directed	4	4	3	1	1	0
Reasonable Accommodation	8	10	6	10	14	4
Reinstatement	0	0	0	0	0	0
Retirement	1	1	1	2	1	0
Termination	3	14	9	10	15	3
Terms/Conditions of Employment	10	19	18	17	24	1
Time and Attendance	9	10	8	15	14	0

Training	7	9	7	4	9	0						
Other	11	10	14	10	9	2						
Processing Time	Comparative Data											
	Previous Fiscal Year Data					2013 Through 12-31						
	2008	2009	2010	2011	2012							
Complaints pending during fiscal year												
Average number of days in investigation	393.43	214.82	229.17	294.03	349.52	368.56						
Average number of days in final action	135.36	235.80	87.54	89.41	133.54	219.75						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	345.55	220.11	233.71	307.93	351.51	355.40						
Average number of days in final action	28.05	20.85	9.00	36.18	27.20	14.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	437.15	205.76	220.50	253.70	346.61	373.62						
Average number of days in final action	206.91	323.53	154.86	126.00	213.30	425.50						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2013 Through 12-31						
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	13	7	7	4	8	7						
Average days pending prior to dismissal	205	181	269	152	586	502.43						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	6	7	6	5	5	4						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data					2013 Through 12-31						
	2008	2009	2010	2011	2012							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		2		1		0		0	
Without Hearing	0	0	1	100	1	50	0	0	0	0	0	0
With Hearing	1	100	0	0	1	50	1	100	0	0	0	0
Comparative Data												

Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2013 Through 12-31		
	2008		2009		2010		2011		2012		#	%	
	#	%	#	%	#	%	#	%	#	%			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.													
Total Number Findings	1		1		2		1		0		0		
Race	0	0	0	0	1	50	1	100	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	1	100	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	1	50	1	100	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	1	50	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													
	1		0		1		1		0		0		
Race	0	0	0	0	1	100	1	100	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	1	100	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	1	100	1	100	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	
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 Without Hearing													
	0		1		1		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	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	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	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Through 12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		2		1		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	1	100	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	1	50	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	1	50	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	1	100	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	1	100	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		1		1		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	1	100	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	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	1	100	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	1	100	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	0		1		1		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	0	0	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status							Comparative Data					
							Previous Fiscal Year Data					2013 Through 12-31
							2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years	181	145	122	150	166	205						
Total Complainants	147	130	115	145	159	197						
Number complaints pending												
Investigation	2	2	2	9	9	76						
ROI issued, pending Complainant's action	0	0	1	3	3	6						
Hearing	60	52	62	69	77	88						
Final Agency Action	26	0	4	9	6	12						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	12						
Complaint Investigations							Comparative Data					
							Previous Fiscal Year Data					2013 Through 12-31
							2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	7	5	9	33	31	33						

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.