

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

## National Park Service: NPS

For 4th Quarter 2011 for period ending September 30, 2011

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	116	77	67	86	89	85
Number of Complainants	103	76	67	84	89	85
Repeat Filers	8	1	0	2	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Race	48	27	24	38	32	26
Color	17	17	10	7	8	7
Religion	3	2	2	6	3	5
Reprisal	67	45	36	44	39	41
Sex	36	24	25	28	33	25
National Origin	12	10	4	10	15	9

Equal Pay Act	6	2	3	1	1	1
Age	34	23	18	24	30	25
Disability	25	14	23	24	22	26
Non-EEO	0	1	3	2	1	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
Appointment/Hire	15	10	12	10	16	9
Assignment of Duties	15	17	12	14	19	8
Awards	7	3	2	8	1	3
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	0	1
Reprimand	2	2	2	5	2	9
Suspension	6	3	3	6	7	2
Removal	1	0	0	2	2	1
Other	1	4	7	9	5	6
Duty Hours	7	6	5	3	2	1
Evaluation Appraisal	11	9	11	17	14	7
Examination/Test	0	0	0	2	1	1
<b>Harassment</b>						
Non-Sexual	40	35	24	37	29	31
Sexual	3	3	6	1	3	3
Medical Examination	1	0	0	1	0	0

Pay (Including Overtime)	2	1	1	4	4	1
Promotion/Non-Selection	18	10	6	20	12	9
<b>Reassignment</b>						
Denied	1	0	1	2	2	2
Directed	8	1	4	4	3	0
Reasonable Accommodation	10	6	8	11	6	10
Reinstatement	0	0	0	0	0	0
Retirement	1	0	1	1	0	1
Termination	10	7	3	14	9	9
Terms/Conditions of Employment	13	23	10	19	18	15
Time and Attendance	6	11	9	10	8	12
Training	2	3	7	9	7	2
Other	19	7	11	10	14	9
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
Complaints pending during fiscal year						
Average number of days in investigation	334.52	333.17	383.85	208.26	229.76	292.95
Average number of days in final action	149.78	164.68	198.75	272.89	136.10	120.18
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	343.06	343.00	345.58	215.97	233.71	291.56
Average number of days in final action	35.29	41.10	28.05	20.85	9.00	39.60











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		0		0		0		1		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	0	0	0	0	1	100	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>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2011Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>							
Total complaints from previous Fiscal Years	148	184	182	146	124	152						
Total Complainants	119	148	148	131	117	147						
<b>Number complaints pending</b>												
Investigation	11	28	2	2	2	9						
ROI issued, pending Complainant's action	0	3	0	0	1	4						
Hearing	50	49	58	52	62	67						
Final Agency Action	9	28	28	1	5	8						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-</b>						

	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>30</b>
Pending Complaints Where Investigations Exceed Required Time Frames	18	47	7	6	10	40