

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

National Park Service: NPS (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	86	89	87	115	<u>85</u>	<u>27</u>		
Number of Complainants	84	89	87	114	84	27		
Repeat Filers	2	0	0	1	1	0		
Complaints by Basis 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.	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			38	32	27	34	<u>26</u>	<u>6</u>
Color			7	7	9	15	<u>8</u>	<u>1</u>
Religion			6	3	6	3	<u>2</u>	<u>3</u>
Reprisal			44	39	49	59	<u>45</u>	<u>9</u>
Sex			28	33	28	37	<u>19</u>	<u>14</u>
PDA			0	0	0	0	<u>0</u>	<u>0</u>
National Origin			10	15	13	9	<u>8</u>	<u>1</u>
Equal Pay Act			1	1	1	2	<u>0</u>	<u>0</u>
Age			24	30	28	45	<u>21</u>	<u>14</u>
Disability			24	22	26	29	<u>30</u>	<u>5</u>
Genetics			0	0	1	1	<u>0</u>	<u>0</u>
Non-EEO			2	1	2	3	<u>2</u>	<u>0</u>
Complaints by Issue <u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	Comparative Data							
	Previous Fiscal Year Data					2014 Through 12-31		
	2009	2010	2011	2012	2013			
Appointment/Hire			10	15	10	14	<u>6</u>	<u>4</u>
Assignment of Duties			14	17	11	18	<u>17</u>	<u>3</u>
Awards			8	1	3	4	<u>0</u>	<u>0</u>

Conversion to Full-time	0	0	0	0	<u>0</u>	<u>0</u>
Disciplinary Action						
Demotion	1	0	1	1	<u>0</u>	<u>0</u>
Reprimand	5	2	10	9	<u>3</u>	<u>2</u>
Suspension	6	7	2	5	<u>7</u>	<u>0</u>
Removal	2	2	1	2	<u>1</u>	<u>1</u>
Other	9	5	7	14	<u>7</u>	<u>0</u>
Duty Hours	3	2	1	3	<u>5</u>	<u>1</u>
Evaluation Appraisal	17	14	10	22	<u>8</u>	<u>1</u>
Examination/Test	2	1	1	1	<u>0</u>	<u>0</u>
Harassment						
Non-Sexual	37	29	34	38	<u>38</u>	<u>8</u>
Sexual	1	3	5	8	<u>2</u>	<u>3</u>
Medical Examination	1	0	0	1	<u>2</u>	<u>1</u>
Pay (Including Overtime)	4	3	1	5	<u>1</u>	<u>0</u>
Promotion/Non-Selection	20	11	11	17	<u>8</u>	<u>4</u>
Reassignment						
Denied	2	2	2	0	<u>0</u>	<u>1</u>
Directed	4	3	1	1	<u>1</u>	<u>2</u>
Reasonable Accommodation	10	6	10	14	<u>14</u>	<u>1</u>
Reinstatement	0	0	0	0	<u>0</u>	<u>0</u>
Retirement	1	1	2	1	<u>0</u>	<u>0</u>
Termination	14	9	10	15	<u>9</u>	<u>3</u>
Terms/Conditions of Employment	19	18	17	25	<u>12</u>	<u>1</u>
Time and Attendance	10	8	15	14	<u>7</u>	<u>1</u>
Training	9	7	4	9	<u>0</u>	<u>1</u>
Other	10	14	10	9	<u>7</u>	<u>0</u>
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	215.24	229.17	292.26	349.52	329.20	268.12
Average number of days in final action	235.80	87.54	89.41	133.54	180.05	222.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	220.62	233.71	306.04	351.51	343.64	286.45
Average number of days in final action	20.85	9.00	36.18	27.20	163.59	34.00

Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		205.76	220.50	253.70	346.61	304.54	234.50						
Average number of days in final action		323.53	154.86	126.00	213.30	191.24	316.00						
Complaints Dismissed by Agency		Comparative Data											
		Previous Fiscal Year Data										2014 Through 12-31	
		2009		2010		2011		2012		2013			
Total Complaints Dismissed by Agency		7	7	4	8	11	1						
Average days pending prior to dismissal		181	269	152	586	335.73	69						
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		7	6	5	5	5	2						
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		2		1		0		0		0	
Without Hearing		1	100	1	50	0	0	0	0	0	0	0	0
With Hearing		0	0	1	50	1	100	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		1		2		1		0		0		0	
Race		0	0	1	50	1	100	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	100	0	0	0	0	0	0	0	0	0	0
Sex		0	0	1	50	1	100	0	0	0	0	0	0
PDA		0	0	0	0	0	0	0	0	0	0	0	0
National Origin		0	0	1	50	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	1	50	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 After Hearing	0		1		1		0		0		0	
Race	0	0	1	100	1	100	0	0	<u>0</u>	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Sex	0	0	1	100	1	100	0	0	<u>0</u>	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Age	0	0	1	100	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Findings Without Hearing	1		1		0		0		1		0	
Race	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Reprisal	1	100	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
National Origin	0	0	1	100	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	<u>1</u>	100	<u>0</u>	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	1		2		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	<u>0</u>	0	<u>0</u>	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	1	100	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	1	50	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	1	50	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	1	100	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	1	100	0	0	0	0	0	0	0	0	0	0
Findings After 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	1	100	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	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	1	100	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	1	100	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	1		1		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	100	0	0
Awards	0	0	0	0	0	0	0	0	1	100	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	1	100	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	100	0	0
Reprimand	0	0	0	0	0	0	0	0	1	100	0	0
Suspension	0	0	0	0	0	0	0	0	1	100	0	0
Removal	0	0	0	0	0	0	0	0	1	100	0	0
Other	0	0	0	0	0	0	0	0	1	100	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	100	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	1	100	0	0
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	1	100	0	0
Sexual	0	0	1	100	0	0	0	0	0	1	100	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	1	100	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	1	100	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	1	100	0	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	1	100	0	0
Directed	0	0	0	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	1	100	0	0
Retirement	0	0	0	0	0	0	0	0	0	1	100	0	0
Termination	0	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	1	100	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	1	100	0	0
Other - User Defined	1	100	0	0	0	0	0	0	0	1	100	0	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					145	122	150	166	<u>108</u>	<u>162</u>			
Total Complainants					130	115	145	159	106	155			
Number complaints pending													
Investigation					2	2	9	9	<u>2</u>	<u>23</u>			
ROI issued, pending Complainant's action					0	1	3	3	<u>0</u>	<u>1</u>			
Hearing					52	62	69	77	<u>80</u>	<u>107</u>			
Final Agency Action					0	4	9	6	<u>25</u>	<u>28</u>			
Appeal with EEOC Office of Federal Operations					0	0	0	0	<u>11</u>	<u>14</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	7	9	33	36	<u>0</u>	<u>0</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.