

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

Office of the Secretary: OS

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	46	31	50	33	32	39
Number of Complainants	36	30	47	33	32	39
Repeat Filers	2	2	1	0	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	29	13	27	18	12	16
Color	11	6	1	5	6	7
Religion	5	0	0	3	4	3
Reprisal	21	18	23	15	16	20
Sex	25	16	14	15	18	13
National Origin	12	13	10	8	8	7

Equal Pay Act	0	0	1	0	0	1
Age	23	15	17	9	6	11
Disability	5	7	7	4	5	11
Non-EEO	0	1	1	0	2	1
Complaints by Issue	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	
Appointment/Hire	9	3	0	4	1	0
Assignment of Duties	2	3	1	2	3	7
Awards	0	1	2	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	1	0	2	1	2	3
Suspension	0	0	0	0	6	1
Removal	1	0	0	1	2	2
Other	1	2	0	1	0	3
Duty Hours	0	0	1	0	0	1
Evaluation Appraisal	5	5	4	6	6	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	9	20	13	18	21
Sexual	1	0	1	3	1	1
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	6	1	0	2
Promotion/Non-Selection	20	6	17	8	5	7
Reassignment						
Denied	0	1	0	0	0	0
Directed	1	6	2	0	3	1
Reasonable Accommodation	0	1	1	0	3	4
Reinstatement	0	0	0	0	0	0
Retirement	1	1	1	0	0	1
Termination	1	1	0	3	2	2
Terms/Conditions of Employment	1	0	2	2	4	7
Time and Attendance	0	0	3	2	2	2
Training	0	0	1	0	0	0
Other	1	3	3	1	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	238.92	296.37	403.60	221.98	172.29	249.00
Average number of days in final action	79.29	89.36	106.15	42.18	197.00	202.28
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	265.33	309.42	417.69	232.92	171.00	251.43
Average number of days in final action	41.33	36.80	0	12.33	50.50	32.00

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	0	0	0	0	0	0	0	0	0	0
Sex	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
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										2011Thru09-30	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		2		0		2	
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	1	50	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	1	100	1	50	0	0	2	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	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 After Hearing	0		0		1		1		0		2	
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												

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2011Thru09-30					
	Previous Fiscal Year Data											
	2006	2007	2008	2009	2010							
Total complaints from previous Fiscal Years	17	53	59	58	46	62						
Total Complainants	17	42	49	51	44	61						
Number complaints pending												
Investigation	1	3	1	1	0	2						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	7	26	16	22	28	29						
Final Agency Action	0	4	2	0	6	5						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint Investigations	Comparative Data						2011Thru09-30					
	Previous Fiscal Year Data											
	2006	2007	2008	2009	2010							
Pending Complaints Where Investigations Exceed Required Time Frames	2	23	10	5	5	8						