

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

**Office of Surface Mining: OSM (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	3	4	4	6	2	1
Number of Complainants	3	3	4	6	2	1
Repeat Filers	0	1	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.  <b>Complaints by Basis</b>	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>						
Race	2	4	3	3	1	0
Color	1	0	1	0	0	0
Religion	1	0	0	1	0	0
Reprisal	3	1	2	4	2	1
Sex	3	1	2	4	1	1
PDA	0	0	0	0	0	0
National Origin	1	1	0	1	0	0
Equal Pay Act	0	0	0	0	0	0
Age	2	1	1	5	1	1
Disability	2	0	1	3	1	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
<b>Complaints by Issue</b>	Comparative Data					
	Previous Fiscal Year Data					2014 Through 12-31
	2009	2010	2011	2012	2013	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>						

Appointment/Hire	0	1	1	2	1	0
Assignment of Duties	0	0	0	2	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	1	0	0
Suspension	0	0	0	1	0	0
Removal	0	0	0	0	0	0
Other	1	0	1	1	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	2	1	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	0	2	1	0	0
Sexual	0	0	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	1	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	1	0	0	0	0
Terms/Conditions of Employment	0	0	0	1	0	1
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	1	2	1	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014 Through 12-31</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Complaints pending during fiscal year						
Average number of days in investigation	109.00	153.00	124.00	150.20	207.50	296.50
Average number of days in final action	0	0	206.00	4.00	32.83	2.00

Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		109.00	129.00	124.00	156.00	212.00	299.00						
Average number of days in final action		0	0	0	4.00	6.00	2.00						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		0	177.00	0	148.75	203.00	294.00						
Average number of days in final action		0	0	206.00	0	59.67	0						
<b>Complaints Dismissed by Agency</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
		<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total Complaints Dismissed by Agency		0	1	0	0	1	<u>0</u>						
Average days pending prior to dismissal		0	171	0	0	476	3						
<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		0	0	0	2	0	<u>0</u>						
<b>Total Final Agency Actions Finding Discrimination</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
		<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings		0		0		0		0		0		0	
Without Hearing		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
With Hearing		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings of Discrimination Rendered by Basis</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
		<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</b>		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>		0		0		0		0		0		0	
Race		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age		0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability		0	0	0	0	0	0	0	0	0	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
<b>Findings After Hearing</b>												
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	0	0	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	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
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
<b>Findings Without Hearing</b>												
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	0	0	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	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
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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014 Through 12-31</b>	
	<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0	0	0	0	0	0	0	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	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	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>Findings After Hearing</b>	0	0	0	0	0	0	0	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	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	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>Findings Without Hearing</b>	0	0	0	0	0	0	0	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	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	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>2014 Through 12-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total complaints from previous Fiscal Years	2	4	6	8	9	<u>5</u>						
Total Complainants	2	4	5	6	8	5						
<b>Number complaints pending</b>												
Investigation	0	0	0	0	0	<u>2</u>						
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>						
Hearing	1	1	4	5	3	<u>2</u>						
Final Agency Action	0	1	0	0	0	<u>1</u>						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>5</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	0	0	0	0	0	<u>2</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.*