

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: National Park Service:NPS (and below)

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	87	115	86	101	82	12
Number of Complainants	87	114	85	100	81	12
Repeat Filers	0	1	1	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	27	34	26	24	29	7
Color	9	15	8	8	9	2
Religion	6	3	2	7	1	0
Reprisal	49	59	46	49	32	6
Sex	28	37	19	39	26	2
PDA	0	0	0	0	1	0

National Origin	13	9	8	11	12	2
Equal Pay Act	1	2	0	1	1	0
Age	28	45	23	38	25	1
Disability	26	29	31	33	28	5
Genetics	1	1	0	0	0	0
Non-EEO	2	3	3	3	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	10	14	6	13	8	2
Assignment of Duties	11	18	18	15	15	3
Awards	3	4	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	0	1	0
Reprimand	10	9	3	8	7	0
Suspension	2	5	7	3	6	1
Removal	1	2	1	1	1	0
Other	7	14	7	4	0	0
Duty Hours	1	3	5	5	5	0
Evaluation Appraisal	10	22	10	13	7	2
Examination/Test	1	1	0	0	0	0
Harassment						
Non-Sexual	34	38	39	34	29	7

Sexual	5	8	2	4	6	0
Medical Examination	0	1	2	1	1	0
Pay (Including Overtime)	1	5	1	0	3	0
Promotion/Non-Selection	11	17	8	16	17	0
Reassignment						
Denied	2	0	0	1	0	0
Directed	1	1	1	5	2	0
Reasonable Accommodation	10	14	15	6	8	3
Reinstatement	0	0	0	0	0	0
Retirement	2	1	1	0	2	0
Termination	10	15	9	10	4	0
Terms/Conditions of Employment	17	25	11	12	12	1
Time and Attendance	15	14	8	11	5	2
Training	4	9	0	4	2	1
Other	10	9	8	5	0	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	292.26	349.52	321.51	230.92	213.61	210.90
Average number of days in final action	89.41	133.54	174.27	388.78	148.39	186.17
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	306.04	351.51	329.54	239.54	223.17	225.20
Average number of days in final action	36.18	27.20	155.72	545.04	92.40	31.00

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	253.70	346.61	308.63	208.76	181.00	196.60						
Average number of days in final action	126.00	213.30	187.12	271.58	200.88	263.75						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	4	8	10	5	7	0						
Average days pending prior to dismissal	152	586	364.1	209.2	123.57	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	5	5	5	14	5	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		1		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	1	100	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	1	100	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	1	100	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	1		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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016Thru12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	150	166	100	71	83	132						
Total Complainants	145	159	98	66	79	127						
Number complaints pending												
Investigation	9	9	2	0	45	28						
ROI issued, pending Complainant's action	3	3	0	1	0	1						
Hearing	69	77	67	60	80	96						
Final Agency Action	9	6	30	11	4	6						
Appeal with EEOC Office of Federal Operations	0	0	14	25	25	22						
Complaint Investigations	Comparative Data											

	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	33	36	4	0	46	3