

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

For 3rd Quarter 2016 for period ending June 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	89	113	88	101	86	50
Number of Complainants	88	111	87	100	85	49
Repeat Filers	1	2	1	1	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	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	29	33	27	24	32	15
Color	10	14	8	8	10	8
Religion	7	3	2	7	1	1
Reprisal	49	59	48	49	33	26
Sex	30	35	20	39	26	15
PDA	0	0	0	0	1	0

National Origin	14	8	8	11	12	7
Equal Pay Act	1	2	0	1	1	0
Age	30	43	24	38	27	15
Disability	26	28	31	33	29	18
Genetics	1	1	0	0	0	0
Non-EEO	2	3	3	3	2	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	11	14	7	13	9	14
Assignment of Duties	11	18	18	15	15	4
Awards	4	3	1	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	0	0	1	0
Reprimand	10	9	3	8	7	2
Suspension	2	5	7	3	6	1
Removal	2	2	1	1	1	1
Other	7	13	7	0	0	0
Duty Hours	1	3	5	5	5	0
Perf. Eval./ Appraisal	11	21	11	13	7	7
Examination/Test	1	1	0	0	0	0
<b>Harassment</b>						
Non-Sexual	34	37	40	34	29	20

Sexual	5	8	2	4	6	3
Medical Examination	0	1	2	1	1	0
Pay including overtime	1	5	1	0	3	0
Promotion/Non-Selection	11	15	8	16	19	6
<b>Reassignment</b>						
Denied	2	0	0	1	0	0
Directed	1	1	1	5	3	0
Reasonable Accommodation Disability	10	14	15	6	8	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	1	1	0	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	2
Termination	10	15	9	10	4	0
Terms/Conditions of Employment	17	26	11	12	13	4
Time and Attendance	15	14	8	11	5	2
Training	4	9	1	4	2	1
<b>Other</b>						
User Defined - Other 1	10	7	7	0	0	3
User Defined - Other 2	1	1	2	0	0	1
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru06-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	

Complaints pending during fiscal year													
Average number of days in investigation		369.40	369.95	344.07	0	214.90	193.32						
Average number of days in final action		105.39	155.14	172.45	0	129.68	88.00						
Complaint pending during fiscal year where hearing was requested													
Average number of days in investigation		378.00	333.00	355.77	239.54	225.52	204.65						
Average number of days in final action		92.88	139.55	154.72	545.04	85.69	18.00						
Complaint pending during fiscal year where hearing was not requested													
Average number of days in investigation		363.67	449.14	319.00	208.76	180.79	186.60						
Average number of days in final action		111.06	177.42	186.12	271.58	200.88	125.69						
<b>Complaints Dismissed by Agency</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>									<b>2016Thru06-30</b>		
		<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total Complaints Dismissed by Agency		0	0	8	5	8	3						
Average days pending prior to dismissal		0	0	146.75	209.2	113.5	202						
<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		5	6	5	14	5	5						
<b>Total Final Agency Actions Finding Discrimination</b>		<b>Comparative Data</b>											
		<b>Previous Fiscal Year Data</b>									<b>2016Thru06-30</b>		
		<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</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		1		0		0		0		4		0	













Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	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
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	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>2016Thru06-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>							
Total complaints from previous Fiscal Years	73	78	100	71	80	93						
Total Complainants	72	76	98	66	76	89						
<b>Number complaints pending</b>												
Investigation	56	43	6	0	0	5						
ROI issued, pending Complainant's action	1	2	0	1	0	0						

Hearing	37	45	67	60	77	87
Final Agency Action	19	15	30	11	4	5
Appeal with EEOC Office of Federal Operations	9	10	15	25	19	32
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru06-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	83	70	7	0	1	3