

BROADCASTING BOARD of GOVERNORS

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

Data as of December 31, 2004 - End of Second Quarter FY 2005

| 29 CFR §1614.704(a) - (c) | | 29 CFR §1614.705 Comparative Data Previous Fiscal Year Data | | | | |
|--|---|--|------|------|------|------|
| Complaint Activity | FY2005 End of 2 nd Qtr | 2004 | 2003 | 2002 | 2001 | 2000 |
| Number of Complaints Filed in FY 1614.704(a) | 18 | 24 | 18 | 35 | 33 | 31 |
| Number of Complainants 1614.704(b) | 18 | 24 | 18 | 35 | 33 | 31 |
| Repeat Filers 1614.704(c) | 0 | 0 | 0 | 0 | 0 | 0 |

| 29 CFR §1614.704(d) | | 29 CFR §1614.705 Comparative Data Previous Fiscal Year Data | | | | |
|---|---|--|------|----------|----------|----------|
| Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | FY2005 End of 1 st Qtr | 2004 | 2003 | 2002 | 2001 | 2000 |
| Race | 4 | 6 | 6 | 17 | 11 | 6 |
| Color | 1 | 1 | 0 | 0 | 0 | 0 |
| Religion | 1 | 1 | 4 | 3 | 1 | 0 |
| National Origin | 4 | 5 | 0 | 11 | 5 | 2 |
| Sex (including complaints filed under Equal Pay Act) | 9 | 8 | 4 | 35 | 15 | 12 |
| Disability | 0 | 1 | 3 | 1 | 2 | 2 |
| Age | 7 | 6 | 7 | 6 | 7 | 4 |
| Reprisal | 1 | 14 | 8 | 31 | 15 | 15 |
| Other | 0 | 0 | 7 | 1 | 14 | 2 |

| 29 CFR §1614.704(e) | | 29 CFR §1614.705 Comparative Data Previous Fiscal Year Data | | | | |
|---|---|---|------|------|------|------|
| Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | FY2005 End of 2 nd Qtr | 2004 | 2003 | 2002 | 2001 | 2000 |
| | | Appointment/Hire | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 0 | 3 | 27 | 0 | 2 |
| Awards | 0 | 0 | 1 | 1 | 1 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 1 | 0 | 1 |
| Reprimand | 0 | 1 | 0 | 0 | 0 | 1 |
| Suspension | 1 | 0 | 0 | 2 | 1 | 1 |
| Removal | 0 | 0 | 0 | 2 | 1 | 1 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 3 | 1 | 0 | 2 |
| Evaluation Appraisal | 0 | 3 | 1 | 2 | 5 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 0 | 2 | 4 | 6 | 4 | 5 |
| Sexual | 0 | 0 | 0 | 0 | 1 | 0 |
| Medical Examination | 0 | 0 | 0 | 1 | 0 | 0 |
| Pay (Including Overtime) | 6 | 0 | 2 | 1 | 0 | 0 |
| Promotion/Non-Selection | 4 | 9 | 9 | 6 | 9 | 11 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 1 | 1 |
| Directed | 0 | 0 | 1 | 0 | 0 | 1 |
| Reasonable Accommodation | 0 | 0 | 0 | 1 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 1 | 1 | 0 | 3 |
| Termination | 1 | 1 | 5 | 2 | 1 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 2 | 0 | 3 | 5 |
| Time and Attendance | 0 | 1 | 0 | 0 | 1 | 0 |
| Training | 0 | 1 | 2 | 0 | 1 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

| 29 CFR §1614.704(f) | | | |
|--|----------------|----------------|---------------------|
| Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..." | | FY 2005 | |
| | | Number | Average Days |
| All complaints pending in Investigative Stage | 1614.704(f)(1) | 9 | 69.1 |
| All complaints pending in Final Agency Action Stage | | 6 | 91 |
| All complaints pending in which Hearing was not requested | 1614.704(f)(2) | 9 | 22.3 |
| Time in Investigation Stage | | 9 | 69.1 |
| Time to Issue Final Agency Action | | 6 | 91 |
| All complaints pending in which a Hearing was requested | 1614.704(f)(3) | 16 | 376 |
| Time in Investigation Stage plus time in Final Agency Action Stage | | 16 | 376 |
| Time to issue Final Agency Action | | 0 | 0 |

| 29 CFR §1614.704(g) | | 29 CFR §1614.705 Comparative Data Previous Fiscal Year Data | | | | |
|---|--|--|-------------|-------------|-------------|-------------|
| Complaints Dismissed by Agency Pursuant to 1614.107(a) | FY 2005 End of 2nd Qtr | 2004 | 2003 | 2002 | 2001 | 2000 |
| | | Total Complaints Dismissed by Agency | 3 | 3 | 2 | 6 |
| Average days pending prior to dismissal | 52 | 28 | 48 | 56 | 39 | 47 |

| 29 CFR §1614.704(h) | | 29 CFR §1614.705 Comparative Data Previous Fiscal Year Data | | | | | | | | | | | |
|--|--|--|--|-------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|
| Total Final Agency Actions Finding Discrimination | | FY 2005 End of 1st Qtr | | 2004 | | 2003 | | 2002 | | 2001 | | 2000 | |
| | | | | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings 704(h)(1) | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Without Hearing 704(h)(2) | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| With Hearing 704(h)(3) | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| 29 CFR §1614.704(i) | | | 29 CFR §1614.705 Comparative Data | | | | | | | | | | | |
|---|------------------------------------|---|-----------------------------------|---|------|---|------|---|------|---|------|---|--|--|
| Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | FY 2005 End of 1 st Qtr | | Previous Fiscal Year Data | | | | | | | | | | | |
| | | | 2004 | | 2003 | | 2002 | | 2001 | | 2000 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | | |
| Total Number Findings 704(i) (1) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Number Findings Rendered Without Hearing 704(i) (2) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Number Findings Rendered After Hearing 704(i) (3) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Race | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Color | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Religion | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| National Origin | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Sex (include Equal Pay Act) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Disability | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Age | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Reprisal | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |

| 29 CFR §1614.704(j) | | | 29 CFR §1614.705 Comparative Data | | | | | | | | | | | |
|--|------------------------------------|---|-----------------------------------|---|------|---|------|---|------|---|------|---|--|--|
| Findings of Discrimination Rendered by Issue | FY 2005 End of 1 st Qtr | | Previous Fiscal Year Data | | | | | | | | | | | |
| | | | 2004 | | 2003 | | 2002 | | 2001 | | 2000 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | | |
| Total Number Findings 704(j) (1) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Findings Without Hearing 704(j) (2) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Findings After Hearing 704(j) (3) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Appointment/Hire | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Assignment of Duties | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Awards | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| Conversion to Full-time | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | | |

| | | | | | | |
|--------------------------------|---|---|---|---|---|---|
| Disciplinary Action | 0 | 0 | 0 | 0 | 0 | 0 |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 |
| Reassignment | 0 | 0 | 0 | 0 | 0 | 0 |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 |

| 29 CFR §1614.704(k) | | 29 CFR §1614.705 Comparative Data | | | | |
|--|-----------------------|-----------------------------------|------|------|------|------|
| Complaints Pending From Previous Fiscal Years by Status | FY2005 as of 03/31/05 | Previous Fiscal Year Data | | | | |
| | | 2004 | 2003 | 2002 | 2001 | 2000 |
| Total complaints from previous Fiscal Years 704(k)(1) | 40 | 33 | 35 | 33 | 35 | 54 |
| Total Complainants 704(k)(2) | 40 | 33 | 35 | 33 | 35 | 54 |
| Number complaints pending [as of 03/31/05]: 704(k)(3) | | | | | | |
| Investigation | 10 | 6 | 6 | 10 | 7 | 16 |
| ROI issued, pending Complainant's action | 8 | 3 | 2 | 3 | 1 | 1 |
| Hearing | 16 | 23 | 15 | 18 | 17 | 10 |
| Final Agency Action | 6 | 1 | 1 | 0 | 2 | 3 |
| Appeal with EEOC Office of Federal Operations | 4 | 4 | 5 | 6 | 13 | 8 |

| 29 CFR §1614.704(I) | | 29 CFR §1614.705 Comparative Data | | | | |
|--|------------------------------------|-----------------------------------|------|------|------|------|
| Complaint Investigations | FY 2005 End of 2 nd Qtr | Previous Fiscal Year Data | | | | |
| | | 2004 | 2003 | 2002 | 2001 | 2000 |
| Number Pending Completion of Investigation | 9 | 6 | 6 | 10 | 7 | 16 |
| Pending Investigations Over Required Time Frames | 1 | 0 | 0 | 1 | 2 | 4 |

This page was last modified on March 31, 2005.