

# Equal Employment Opportunity Data Posted

## Pursuant to the No Fear Act:

### U.S. Fish and Wildlife Service: FWS

For 3rd Quarter 2008 for period ending June 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	3	19	28	19	22	<a href="#">20</a>
Number of Complainants	3	19	28	19	22	20
Repeat Filers	1	1	2	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	8	9	7	7	<a href="#">3</a>
Color	0	2	4	2	3	<a href="#">1</a>
Religion	0	1	0	1	1	<a href="#">3</a>
Reprisal	2	14	17	9	9	<a href="#">13</a>

Sex	1	8	13	6	9	<u>2</u>
National Origin	1	1	2	2	2	<u>2</u>
Equal Pay Act	0	3	0	0	0	<u>0</u>
Age	0	5	7	4	9	<u>8</u>
Disability	1	2	1	5	9	<u>7</u>
Non-EEO	0	0	0	0	0	<u>0</u>
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Appointment/Hire	1	2	6	2	2	<u>1</u>
Assignment of Duties	1	2	3	2	2	<u>1</u>
Awards	0	0	2	0	0	<u>0</u>
Conversion to Full-time	0	0	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	0	2	4	2	0	<u>2</u>
Suspension	0	2	0	1	0	<u>1</u>
Removal	0	0	1	1	1	<u>0</u>
Other	0	2	3	4	0	<u>3</u>
Duty Hours	0	0	0	0	0	<u>0</u>
Evaluation Appraisal	0	2	4	2	1	<u>3</u>
Examination/Test	0	0	0	0	0	<u>1</u>
<b>Harassment</b>						
Non-Sexual	1	7	12	7	8	<u>8</u>

Sexual	0	1	1	1	0	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	0	4	2	0	0	<u>0</u>
Promotion/Non-Selection	0	4	4	1	6	<u>2</u>
<b>Reassignment</b>						
Denied	0	1	1	0	0	<u>0</u>
Directed	0	0	0	0	1	<u>2</u>
Reasonable Accommodation	0	0	2	0	1	<u>1</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Retirement	0	1	1	1	0	<u>1</u>
Termination	0	1	2	5	4	<u>1</u>
Terms/Conditions of Employment	1	6	7	2	0	<u>0</u>
Time and Attendance	0	3	4	0	1	<u>1</u>
Training	0	2	0	1	0	<u>0</u>
Other	1	3	3	8	5	<u>8</u>
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Complaints pending during fiscal year						
Average number of days in investigation	116.75	97.00	140.27	169.80	241.00	234.95
Average number of days in final	0	0	154.40	184.42	120.71	126.60

action						
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	130.50	85.00	167.00	0	198.33	0
Average number of days in final action	0	0	36.00	40.00	30.50	29.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	103.00	99.40	138.04	169.80	252.64	234.95
Average number of days in final action	0	0	184.00	197.55	241.00	141.54
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Total Complaints Dismissed by Agency	0	0	1	2	2	<u>3</u>
Average days pending prior to dismissal	0	0	24	77	352	128

<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		0	0	2	0	1						<u>0</u>	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2008Thru06-30</b>		
	<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</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		1	
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>1</u>	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>2008Thru06-30</b>		
	<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</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>	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>													
<b>Total Number Findings</b>		0		0		0		0		0		1	
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>1</u>	100
Sex		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
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>	0		0		0		0		0		1	
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>1</u>	100
Sex	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings Without Hearing</b>	0		0		0		0		0		1	
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>1</u>	100
Sex	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



Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												







Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2008Thru06-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>							
Total complaints from previous Fiscal Years	4	7	26	30	30	<u>38</u>						
Total Complainants	2	3	5	11	14	20						
<b>Number complaints pending</b>												
Investigation	0	0	0	0	2	<u>3</u>						
ROI issued, pending Complainant's action	0	0	0	0	0	<u>2</u>						
Hearing	0	0	0	0	2	<u>3</u>						
Final Agency Action	0	1	1	2	2	<u>4</u>						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>0</u>						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	6	7	<u>6</u>