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

U.S. Fish and Wildlife Service: FWS

			Con	nparati	ve Data	ı
Complaint Activity	Pre	evious 1	Fiscal Y	Year D	ata	2008Thru06-
	2003	2004	2005	2006	2007	30
Number of Complaints Filed	3	19	28	19	22	<u>20</u>
Number of Complainants	3	19	28	19	22	20
Repeat Filers	1	1	2	0	0	0
Complaints by Basis			Сог	nparat	ive Dat	a
Complaints by Dusis	P	revious	s Fiscal	Year	Data	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2003	2004	2005	5 2006	5 2007	2008Thru06- 30
Race	1	8	9	7	7	3
Color	0	2	4	2	3	<u>1</u>
Religion	0	1	0	1	1	<u>3</u>
Reprisal	2	14	17	9	9	<u>13</u>

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

Sex	1	8	13	6	9	2
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>
Complaints by Issue			Com	parativ	ve Data	
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008Thru06- 30
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>
Disciplinary Action						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	0	2	4	2	0	2
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>
Harassment						
Non-Sexual	1	7	12	7	8	<u>8</u>

Sexual		0	1		1	1	0	0
						1		<u>0</u>
Medical Examinati		0	0	()	0	0	<u>0</u>
Pay (Including Ove	ertime)	0	4	2	2	0	0	<u>0</u>
Promotion/Non-Se	lection	0	4	4	1	1	6	<u>2</u>
Reassignment								
Denied		0	1	1	L	0	0	<u>0</u>
Directed		0	0	()	0	1	<u>2</u>
Reasonable Accommodation		0	0	2	2	0	1	<u>1</u>
Reinstatement		0	0	()	0	0	<u>0</u>
Retirement		0	1	1	1	1	0	<u>1</u>
Termination		0	1	2	2	5	4	<u>1</u>
Terms/Conditions Employment	of	1	6	7	7	2	0	<u>0</u>
Time and Attendan	ice	0	3	4	1	0	1	1
Training		0	2	()	1	0	<u>0</u>
Other		1	3	3	3	8	5	<u>8</u>
			C	omj	para	tive]	Data	
Processing Time]	Previou	ıs Fisc	al Y	lear	Data	a	2008Thru06-
	2003	2004	200)5	20	06	2007	30
Complaints pending during fiscal year	·	1			1			
Average number of days in investigation	116.75	97.00	140.	.27	169	9.80	241.00	234.95
Average number of days in final	0	0	154.	.40	184	4.42	120.71	126.60

action							
Complaint pending during fiscal year where hearing was requested							
Average number of days in investigation	130.50) 85.0	0 167	7.00	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) 99.4	0 138	3.04	169.80	252.64	234.95
Average number of days in final action	0	0	184	.00	197.55	241.00	141.54
				Со	mparati	ve Data	l
Complaints Dism by Agency	issed	Pro	evious	Fiscal	Year D	Data	2008Thru06-
		2003	2004	2005	5 2006	2007	30
Total Complaints Dismissed by Ager	псу	0	0	1	2	2	<u>3</u>
Average days pend prior to dismissal	ing	0	0	24	77	352	128

Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants		C)	0		2		0		1		<u>0</u>
					C	Comp	oara	ative	Da	ta	1	
Total Final Agency Actions Finding		P	rev	ious	Fis	cal Y	ear	: Dat	ta		2008	Thru06-
Discrimination	20)03	20)04	20	005	20	006	20	07		30
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	100
Findings of Discrimination Rendered by Basis		P	rev	ious				ative r Da		ita	2008	3Thru06-
Note: Complaints	20	003	20	004	20)05	20)06	20)07		30
can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Tatal Number							0		0		1	
Total Number Findings	0		0		0		0					
	0 0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings		0		0		0		0	0	0	<u>0</u> <u>0</u>	0
Findings Race	0		0		0		0					
Findings Race Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Race Color Religion	0 0 0	0	0 0 0	0	0 0 0	0	0 0 0	0	0	0	<u>0</u> <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
Findings After Hearing	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
												·
Findings Without Hearing	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
Findings of Discrimination		P	rev	ious		Comj cal Y				ita	2008	Thru06-
Rendered by Issue	20)03	20	004	20)05	20)06	20)07		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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		<u>.</u>									-	-
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>1</u>	100
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	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
Findings After Hearing	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												

Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>1</u>	100
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	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				I							I	
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

	<u> </u>											
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
	<u> </u>				<u> </u>		<u> </u>					·
Findings Without Hearing	0		0		0		0		0		0	
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												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	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
Pending Complain	ts					Co	mp	arati	ve]	Data		
Filed in Previous Fis Years by Status			Pro	evio	us I	Fiscal	I Y	ear D)ata	l	2008	Thru06-
Tears by Status		20	03	200)4	2005	5	2006	2	007		30
Total complaints from previous Fiscal Years	l	4	4	7		26		30		30		<u>38</u>
Total Complainants			2	3		5		11		14		20
Number complaints pending												
Investigation			0	0		0		0		2		<u>3</u>
ROI issued, pendi Complainant's act			0	0		0		0		0		2
1												

<u>3</u>

<u>4</u>

<u>0</u>

Hearing

Operations

Final Agency Action

Appeal with EEOC Office of Federal

Complaint InvestigationsPrevious Fiscal Year Data200820032004200520062007Pending Complaints Where Investigations Exceed Required Time00167	Comparative Data											
Pending Complaints 0 0 1 6 7	2008Thru06-											
Where Investigations 0 0 1 6 7	30											
Frames	<u>6</u>											