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

National Park Service: NPS

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

			Con	parati	ve Data	ı
Complaint Activity	Pre	vious l	Fiscal Y	Year D	ata	2008Thru06-
	2003	2004	2005	2006	2007	30
Number of Complaints Filed	29	64	94	116	77	<u>52</u>
Number of Complainants	29	64	94	116	77	52
Repeat Filers	1	6	7	8	1	1
Complaints by Basis			Cor	nparat	ive Dat	a
Complaints by Busis	Pr	evious	Fiscal	Year l	Data	
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
Race	12	28	28	48	27	<u>20</u>
Color	5	12	15	17	17	9
Religion	1	4	2	3	2	2
Reprisal	17	38	48	66	45	28

	1					I
Sex	12	27	35	35	23	<u>20</u>
National Origin	6	14	25	12	10	<u>3</u>
Equal Pay Act	1	1	1	6	2	<u>3</u>
Age	7	17	28	34	23	<u>14</u>
Disability	3	15	19	25	14	<u>17</u>
Non-EEO	0	0	0	0	1	<u>3</u>
Complaints by Issue			Com	parativ	e Data	ı
Complaints by Issue	Pro	evious	Fiscal '	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	9	10	18	15	10	9
Assignment of Duties	5	19	26	15	18	8
Awards	4	2	2	7	3	2
Conversion to Full-time	0	0	0	1	0	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	0	5	4	2	2	1
Suspension	2	2	5	6	3	<u>2</u>
Removal	1	0	1	1	0	<u>0</u>
Other	3	5	4	1	3	4
Duty Hours	4	8	6	7	6	<u>3</u>
Evaluation Appraisal	3	7	8	10	9	<u>10</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	13	31	30	40	37	<u>13</u>

Sexual		2	4	4		3	3	<u>5</u>
Medical Examinat	tion	0	0	C)	1	0	<u>0</u>
Pay (Including Ov	vertime)	3	3	2	2	3	1	<u>0</u>
Promotion/Non-Se	election	8	14	1	6	18	11	<u>4</u>
Reassignment								
Denied		0	1	1		1	0	<u>1</u>
Directed		0	2	ϵ	5	8	1	<u>3</u>
Reasonable Accommodation		1	6	5	5	11	7	<u>6</u>
Reinstatement		0	0	C)	0	0	<u>0</u>
Retirement		0	0	1		1	0	<u>1</u>
Termination		3	5	4	-	10	6	<u>3</u>
Terms/Conditions Employment	of	3	5	19	9	13	23	9
Time and Attenda	nce	1	3	7	,	6	11	7
Training		1	5	4	-	2	3	<u>3</u>
Other		8	15	13	2	19	9	9
			Co	omp	arat	tive I)ata	
Processing Time		Previou	ıs Fisc	al Y	ear	Data	Į.	2008Thru06-
	2003	2004	200)5	20	06	2007	30
Complaints pending during fiscal year								
Average number of days in investigation	231.75	294.80	5 311	.39	330).78	345.55	450.33
Average number of days in final	519.00	0	274	.71	149	9.19	355.86	256.32

action							
Complaint pending during fiscal year where hearing was requested						I	
Average number of days in investigation	264.50	282.8	0 236	5.25	315.53	359.25	0
Average number of days in final action	0	0	35	.25	36.60	20.83	34.18
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	225.20	297.3	8 353	3.14	334.41	343.69	450.33
Average number of days in final action	519.00	0	314	1.62	281.65	489.87	413.67
Compleints Disc				Co	mparat	ive Data	ı
Complaints Disr by Agency		Pre	evious	Fisca	ıl Year l	Data	2008Thru06-
		2003	2004	200	5 2006	2007	30
Total Complaints Dismissed by Age	ency	1	0	10	21	10	<u>15</u>
Average days pene prior to dismissal	ding	718	0	164	4 476	432	468

Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants			0	()	1		3	,	7		<u>4</u>
Total Final					(Com	par	ative	Dat	ta		
Agency Actions		F	rev	ious	Fis	cal Y	Yea	r Dat	a		2008	Thru06-
Finding Discrimination	20	003	20	004	20	005	2	006	20	07		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	1	100	0	0	1	100
Findings of Discrimination Rendered by Basis		I	Prev	vious			_	ative ar Dat		ta	2008	3Thru06-
Note: Complaints	20	003	20	004	20	005	2	006	20	007		30
can be filed alleging multiple bases.The sum of the bases may not												
equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
equal total complaints and	0	%	0	%	0	%	1	%	0	%	1	%
equal total complaints and findings. Total Number		0		0		0		%		0		0
equal total complaints and findings. Total Number Findings	0		0		0		1		0		1	
equal total complaints and findings. Total Number Findings Race	0	0	0	0	0	0	1 0	0	0	0	1 0	0
equal total complaints and findings. Total Number Findings Race Color	0 0	0	0 0	0	0 0 0	0	1 0 0	0	0 0	0 0	1 <u>0</u> <u>0</u>	0 0

National Origin	0	0	0	0	0	0	1	100	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 After Hearing	0		0		0		1		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	1	100
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	1	100	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	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		0		0		1		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	1	100
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0

Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	$\frac{1}{0}$	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO		0	0	0							<u>U</u>	
Findings of								ative		ta ——		
Discrimination								r Dat			2008	Thru06- 30
Rendered by Issue		003		004		005		006		007		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action								ı				ı
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	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	<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	1	100
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	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	<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	1	100	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		1		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-	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

time												
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	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	1	100
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	0	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	0	0
Promotion/Non- Selection	0	0	0	0	0	0	1	100	0	0	<u>0</u>	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	<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	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	<u>0</u>	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	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	0	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	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	0	0	0	0	0	0	0	0	0	0	0	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	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	0	0	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	<u>0</u>	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 Complain	nte					C	omj	parati	ve l	Data		
Filed in Previous Fi	isca	ı	Pı	revi	ous	Fisc	al Y	ear D	ata	ı	2008	Thru06-
Years by Status	}		2003	20	004	200)5	2006	20	007		30
Total complaints from previous Fiscal Years			31	5	58	11	8	149	1	89		<u>194</u>
Total Complainants			21		15	47	7	67	1	03		111
Number complaints pending	}											
Investigation		Ī	0		0	0		11		29		7
						_						

Office of Federal Operations	0	0	Com	0 parativ	e Data	<u>0</u>
Complaint			Fiscal Y	Voor D	040	2000771 07
	Pro	evious	ristai .	rear D	ata	2008Thru06-
Investigations	2003	2004	2005	2006	2007	30