

# 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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	29	64	94	116	77	<a href="#">52</a>
Number of Complainants	29	64	94	116	77	52
Repeat Filers	1	6	7	8	1	1
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	12	28	28	48	27	<a href="#">20</a>
Color	5	12	15	17	17	<a href="#">9</a>
Religion	1	4	2	3	2	<a href="#">2</a>
Reprisal	17	38	48	66	45	<a href="#">28</a>

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>
<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	9	10	18	15	10	<u>9</u>
Assignment of Duties	5	19	26	15	18	<u>8</u>
Awards	4	2	2	7	3	<u>2</u>
Conversion to Full-time	0	0	0	1	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	0	5	4	2	2	<u>1</u>
Suspension	2	2	5	6	3	<u>2</u>
Removal	1	0	1	1	0	<u>0</u>
Other	3	5	4	1	3	<u>4</u>
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>
<b>Harassment</b>						
Non-Sexual	13	31	30	40	37	<u>13</u>

Sexual	2	4	4	3	3	<u>5</u>
Medical Examination	0	0	0	1	0	<u>0</u>
Pay (Including Overtime)	3	3	2	3	1	<u>0</u>
Promotion/Non-Selection	8	14	16	18	11	<u>4</u>
<b>Reassignment</b>						
Denied	0	1	1	1	0	<u>1</u>
Directed	0	2	6	8	1	<u>3</u>
Reasonable Accommodation	1	6	5	11	7	<u>6</u>
Reinstatement	0	0	0	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 of Employment	3	5	19	13	23	<u>9</u>
Time and Attendance	1	3	7	6	11	<u>7</u>
Training	1	5	4	2	3	<u>3</u>
Other	8	15	12	19	9	<u>9</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	231.75	294.86	311.39	330.78	345.55	450.33
Average number of days in final	519.00	0	274.71	149.19	355.86	256.32

action						
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	264.50	282.80	236.25	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	297.38	353.14	334.41	343.69	450.33
Average number of days in final action	519.00	0	314.62	281.65	489.87	413.67
<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	1	0	10	21	10	<a href="#"><u>15</u></a>
Average days pending prior to dismissal	718	0	164	476	432	468

<b>Complaints Withdrawn by Complainants</b>													
Total Complaints Withdrawn by Complainants		0	0	1	3	7						<u>4</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>				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		0		0		0		1		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	1	100	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>				
<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		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	<u>1</u>	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	<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		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	<u>1</u>	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	<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		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	<u>1</u>	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











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	0	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
<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	31	58	118	149	189	<u>194</u>						
Total Complainants	21	45	47	67	103	111						
<b>Number complaints pending</b>												
Investigation	0	0	0	11	29	<u>7</u>						

ROI issued, pending Complainant's action	0	0	0	0	3	<u>4</u>
Hearing	0	0	0	11	29	<u>7</u>
Final Agency Action	3	12	10	15	29	<u>43</u>
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>0</u>
<b>Complaint Investigations</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>	
Pending Complaints Where Investigations Exceed Required Time Frames	6	20	17	24	51	<u>17</u>