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

## **Office of Surface Mining: OSM**

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

	Comparative Data										
Complaint Activity	Pre	vious ]	Fiscal \	Year D	ata	2008Thru06-					
	2003	2004	2005	2006	2007	30					
Number of Complaints Filed	0	2	4	6	4	<u>1</u>					
Number of Complainants	0	2	4	6	4	1					
Repeat Filers	0	1	0	0	0	0					
Complaints by Basis			Cor	nparat	ive Dat	a					
Complaints by Basis	Pı	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	0	2	1	1	2	<u>1</u>					
Color	0	0	0	0	0	<u>0</u>					
Religion	0	0	0	0	0	<u>0</u>					
Reprisal	0 2 1 1 1					1					

Sex	0	0	2	3	3	<u>0</u>
National Origin	0	0	1	3	0	0
Equal Pay Act	0	0	1	1	0	0
Age	0	0	1	4	1	1
Disability		0	1	0	0	0
Non-EEO	0	0	0	0	0	0
Troil EDO					ve Data	<u> </u>
<b>Complaints by Issue</b>	Dw	ovious	Fiscal Y			
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	0	0	2	0	2	<u>0</u>
Assignment of Duties	0	0	0	0	1	<u>0</u>
Awards	0	0	0	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	0	0	0	1	<u>0</u>
Suspension	0	0	0	0	0	<u>0</u>
Removal	0	0	0	0	0	<u>0</u>
Other	0	0	0	0	0	<u>0</u>
Duty Hours	0	0	0	0	0	<u>0</u>
Evaluation Appraisal	0	0	0	0	0	<u>0</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment	1	1		1		
Non-Sexual	0	1	0	1	1	<u>0</u>

Sexual			0	0		0	0	0	<u>0</u>
Medical Examination			0	0		0	0	0	<u>0</u>
Pay (Including Overting	ne)		0	0		0	0	0	<u>0</u>
Promotion/Non-Select	ion		0	0		1	5	1	<u>0</u>
Reassignment									
Denied			0	0		0	0	0	<u>0</u>
Directed			0	0		0	0	0	<u>1</u>
Reasonable Accommodation			0	0		1	0	0	<u>0</u>
Reinstatement			0	0		0	0	0	<u>0</u>
Retirement			0	0		0	0	0	<u>0</u>
Termination			0	0		0	0	0	<u>0</u>
Terms/Conditions of Employment			0	0		0	0	0	<u>0</u>
Time and Attendance			0	0		0	0	0	<u>0</u>
Training			0	0		0	0	0	<u>0</u>
Other			0	1		1	0	0	<u>0</u>
					Coı	mpa	rativ	e Data	
<b>Processing Time</b>		F	Previ	ous I	isca	l Ye	ar Da	ata	2008Thru06-
	200	3	200	4 2	005	20	006	2007	30
Complaints pending during fiscal year									
Average number of days in investigation	0		0		0	14	9.67	141.00	168.75
Average number of days in final action	0		0	40	0.00	14	8.00	26.50	353.75
Complaint pending during fiscal year									

where hearing was requested									
Average number of days in investigation	0	) (	)	0	)	18	39.00	0	0
Average number of days in final action	0	0		0	0		0	26.50	0
Complaint pending during fiscal year where hearing was not requested									
Average number of days in investigation	0	(	)	0	)	13	80.00	141.00	168.75
Average number of days in final action	0	) (	)	40.0	00	14	8.00	0	353.75
					C	om	parati	ive Data	
Complaints Dismisso by Agency	ed	Pr	evio	us F	isca	al Y	Year I	)ata	2008Thru06-
	Ì	2003	200	04	200	)5	2006	2007	30
Total Complaints Dismissed by Agency		1	0		1		2	3	<u>0</u>
Average days pending prior to dismissal		0	0		26	3	248	1296	0
Complaints Withdrawn by Complainants									
Total Complaints Withdrawn by Complainants		0	0		0		0	2	<u>0</u>
Total Final Agency				(	Con	ıpa	rativ	e Data	
Actions Finding Discrimination		Prev	ious	Fis	scal	Ye	ar Da	ta	2008Thru06-
	200	2 2	004		005		2006	2007	30

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
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>0</u>	0
Findings of					(	Comp	par	ative	Da	ıta		
Discrimination Rendered by Basis		P	rev	ious	Fis	cal Y	Yea	r Da	ta			Γhru06-
Note: Complaints	20	003	20	004	20	005	20	006	20	007		30
can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	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
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0

•	#	%	#	%	#	%	#	%	#	%	#	%
Discrimination Rendered by Issue	20	)03	Ι	10us 104		005	Ι	г Dai		007		Thru06- 30
Findings of		D	ros,	ious		cal <b>V</b>				ta	2000	DI OC
Non-EEO	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	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	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Findings Without Hearing	0		0		0		0		0		0	
Non-EEO	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
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0

Total Number Findings	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	<u>0</u>	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	0	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	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	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	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	0	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	0	0	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	0	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		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												1
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	0	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	0	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	0	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	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	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
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	0	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	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	<u>0</u>	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	<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	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	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	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	ts					Coı	np	arati	ve l	Data	l	
Filed in Previous Fis			Pro	eviou	ıs I	Fiscal	Y	ear D	ata	ì	2008	Γhru06-
Years by Status		20	03	200	)4	2005	5	2006	20	007		30
Total complaints from previous Fiscal Years			1	0		2		4		8		<u>6</u>
Total Complainants			0	0		0		0		3		1
Number complaints pending												
Investigation			0	0		0		0		0		<u>0</u>
ROI issued, pendi Complainant's acti	_		0	0		0		0		0		0
Hearing			О	0		0		0		0		<u>0</u>
Final Agency Acti	on		0	0		0		0		0		<u>0</u>
Appeal with EEOO Office of Federal Operations	C		0	0		0		0		0		0
Carrie						Coı	np	arati	ve l	Data	ı	
Complaint Investigations			Pro	eviou	ıs I	iscal	Y	ear D	ata	ı		Thru06-
		2003		200	4	2005	5   2	2006	20	007		30
Pending Complaints Where Investigations Exceed Required Time Frames	e		)	0		0		0		0	0	