

EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NOTIFICATION AND FEDERAL EMPLOYEE ANTIDISCRIMINATION AND RETALIATION ACT “NO FEAR” Public Law 107-174

On May 15, 2002, President George W. Bush signed into law the Notification and Federal Employee Antidiscrimination and Retaliation Act, the No FEAR Act. The Act increased Federal agency accountability for acts of discrimination or reprisal taken against employees.

One of the requirements of the No FEAR Act is that Federal agencies post on their public web sites summary statistical data relating to Equal Employment Opportunity complaints filed against the respective agencies.

The United States Secret Service’s public web site contains statistical information in accordance with the No FEAR Act. This data is updated on a quarterly basis.

When reviewing the complaint data, it should be noted that the United States Secret Service formal complaints process was conducted by the Department of the Treasury prior to FY 2004.

The format of data has been changed to follow Department of Homeland Security requirements. No FEAR Act data for the Department of Homeland Security can be found at www.dhs.gov.

For further information, please contact the Director, Office of Equal Opportunity.

United States Secret Service
Office of Equal Opportunity
950 H Street, N.W. Suite 7310
Washington, D.C. 20223

- Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002
- Proposed OPM Regulations for Title II of No Fear
- Proposed EEOC Regulations for Title III of No Fear
- Secret Service EEO Complaint Data

Information Updated as of March 31, 2008

**EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED
PURSUANT TO THE NO FEAR ACT:
USSS COMPLAINT ACTIVITY**

Data as of March 31, 2008, 2nd Qtr. 2008

Complaint Activity	Comparative Data						
	Previous Fiscal Year Data					2008 Thru 1 st Qtr.	2008 Thru 2 nd Qtr.
	2003	2004	2005	2006	2007		
Number of Complaints Filed	4	14	9	11	16	9	10
Number of Complainants	4	14	9	11	16	9	10
Repeat Filers	1	0	0	0	1	0	0

Complaints by Basis	Comparative Data						
	Previous Fiscal Year Data					2008 Thru 1 st Qtr.	2008 Thru 2 nd Qtr.
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007		
Race	3	7	12	4	6	5	6
Color	0	2	1	0	0	0	0
Religion	1	0	0	1	0	0	0
Reprisal	2	10	9	4	9	2	3
Sex	1	4	4	3	4	2	3
National Origin	2	3	3	0	1	2	2
Equal Pay Act	0	0	0	0	0	0	0
Age	1	2	2	2	3	1	2
Disability	1	4	1	5	3	2	0
Non-EEO	0	0	0	0	1	0	0

Complaints by Issue	Comparative Data						
	Previous Fiscal Year Data					2008 Thru 1 st Qtr.	2008 Thru 2 nd Qtr.
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2003	2004	2005	2006	2007		
Appointment/Hire	0	0	1	0	0	0	0
Assignment of Duties	1	1	2	0	0	0	0
Awards	0	0	0	0	1	0	0
Conversion to Full-time	0	1	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	1	0	0	0	0
Reprimand	0	0	0	0	1	1	1
Removal	0	0	0	0	0	1	1
Suspension	1	0	0	1	1	3	3
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Evaluation Appraisal	0	3	1	1	1	1	1
Examination/Test	0	0	1	0	0	0	0
Harassment							
Non-Sexual	5	3	2	4	3	4	4
Sexual	0	1	1	0	0	1	1
Medical Examination	0	0	0	0	0	0	0
Pay (Including Overtime)	1	0	1	0	0	1	1
Promotion/Non-Selection	1	3	5	4	5	1	2
Reassignment							
Denied	0	0	1	0	1	0	0
Directed	1	0	4	0	2	0	0
Reasonable Accommodation	0	1	0	2	0	1	1
Reinstatement	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Termination	0	4	0	2	0	0	0
Terms/Conditions of Employment	1	1	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	1	0	0	0	0
Other	0	5	5	1	3	0	0

Processing Time	Comparative Data						
	Previous Fiscal Year Data					2008 Thru 1 st Qtr.	2008 Thru 2 nd Qtr.
	2003	2004	2005	2006	2007		
Complaints pending during fiscal year	13	11	7	25	37	15	14
Average number of days in investigation stage	198.6	246.1	203	227.6	215.4	245.6	260.9
Average number of days in final action stage	537	643	134	190.4	205.1	25	19.3
Complaint pending during fiscal year where hearing was requested	10	10	6	14	18	10	11
Average number of days in investigation stage	200	260	214	305.9	275.1	245.3	255.6
Average number of days in final action stage	697	722	0	41.3	188.5	25	19.3
Complaint pending during fiscal year where hearing was not requested	3	1	1	11	19	5	3
Average number of days in investigation stage	194	116	141	253.9	147.6	246.2	280.3
Average number of days in final action stage	218	170	134	302.2	238	0	0

Complaints Dismissed by Agency	Comparative Data					2008 Thru 1 st Qtr.	2008 Thru 2 nd Qtr.
	Previous Fiscal Year Data						
	2003	2004	2005	2006	2007		
Total Complaints Dismissed by Agency	1	1	3	2	4	0	1
Average days pending prior to dismissal	120	122	78	89.5	122.7	0	184
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0	0

Reasonable Accommodation	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

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Findings After Hearing								
Appointment/Hire	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0
Disciplinary Action								
Demotion	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0
Harassment								
Non-Sexual	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0
Reassignment								
Denied	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

Findings Without Hearing													
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action													
Demotion	0	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	0
Suspension	0	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	0
Other	0	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	0
Evaluation Appraisal	0	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	0
Harassment													
Non-Sexual	0	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	0
Medical Examination	0	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	0
Promotion/Non-Selection	0	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	0
Directed	0	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	0
Reinstatement	0	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	0
Termination	0	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	0
Time and Attendance	0	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	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2008 Thru 1st Qtr.	2008 Thru 2nd Qtr.
	Previous Fiscal Year Data						
	2003	2004	2005	2006	2007		
Total complaints from previous Fiscal Years	20	23	20	12	13	24	20
Total Complainants	20	23	20	12	13	24	19

Number complaints pending							
Investigation	1	11	11	0	0	7	5
Hearing	15	7	7	7	6	6	6
Final Action	4	5	2	5	4	7	5
Appeal with EEOC Office of Federal Operations	0	0	0	0	3	4	4

Complaint Investigations	Comparative Data					2008 Thru 1st Qtr.	2008 Thru 2nd Qtr.
	Previous Fiscal Year Data						
	2003	2004	2005	2006	2007		
Pending Complaints Where Investigations Exceeds Required Time Frames	1	2	2	0	1	0	1