

**FY2008 NSA Equal Employment Opportunity (EEO) Complaints Data
1st through 2nd Quarters - Posted Pursuant to the No Fear Act**

I. Complaints of Discrimination Filed

Number of Complaints Filed	15
Number of Individuals Filing Complaints	15
Number of Individuals Filing Two or More Complaints	0

II. Bases of Complaints Filed

Age	9
Color	3
Disability	1
National Origin	
Race	8
Religion	1
Reprisal	6
Sex	1
1. Equal Pay Act	
2. Pregnancy Discrimination Act	
Non-EEO (sexual orientation)	1

III. Issues of Complaints Filed

Assignment of Duties	
Awards	1
Evaluation/Appraisal	2
Harassment (Sexual)	
..... (Non-Sexual)	4
Medical Examination	
Promotion/Non-selection	11
Reassignment (Denied)	
..... (Directed)	2
Training	
Terms and Conditions of Employment	
Time and Attendance	
Disciplinary Action	1
Removal	
Other (None)	

IV. Average Complaints Processing Time to Completion (In Days)ⁱ

All Investigations	335
..... 1. Hearing Not Requested	295
..... 2. Hearing Requested	342

Final Actions by Agency	
1. Processing Time Without a Hearing/FAD	60
2. Processing Time With a Hearing/Final Order	33
V. Dismissals	
Number of Dismissals	2
Average Days Pending At the Time of Dismissal	157
VI. Withdrawals	
Number of Complaints Withdrawn by Complainants	
VII. Findings of Discrimination	
Findings Rendered with a Hearing	
Number of Findings	0
Percentage of Findings	
Findings Rendered without a Hearing	
Number of Findings	0
Percentage of Findings	
Issues of Findings of Discrimination	
Number of Issues	0
Percentage of Issues	
Number of Issues Involving a Hearing	0
Percentage of Issues Involving a Hearing	
Bases of Findings of Discrimination	
Number of Bases	0
Percentage of Bases	
Number of Bases Involving a Hearing	0
Percentage of Bases Involving a Hearing	
VIII. Pending Complaints Carried Over From Previous FYs	
Number of Complaints Pending Any Length of Time This FY Carried Over From Previous Fys where hearing was not requested	35
1. Number of Individuals Filing These Complaints	33
2. Number of These Complaints Currently Pending	33
Status of These Cases:	
1. Investigation	9
2. Final Agency Action	4
3. Hearing	18
4. Appeal	4
IX. Complaints Pending Any Length of Time This Fiscal Year Not Investigated Within 180 Days (plus any authorized extensions)	
	2

ⁱ (U) Improvements made in the EEO complaints process resulted in a decrease in the average days taken to investigate a complaint. A backlog of 23 investigations from FY04 and FY05 was cleared-up and a 51% reduction in average processing time (230 days) was achieved for cases filed and completed by Agency personnel in FY06. The majority of cases pending at hearing are FY04, FY05 and FY06 cases. In FY07, the EEOD Directorate completed in-house investigations with an average processing time of 276 days.