

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

OCFO

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			7	14	15	24
Number of Complainants			7	14	15	19
Repeat Filers			0	0	0	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Race			5	7	8	16
Color			0	2	0	3
Religion			0	1	1	0
Reprisal			5	10	6	16
Sex			4	4	7	8

National Origin			0	2	0	0
Equal Pay Act			0	0	1	1
Age			2	5	3	5
Disability			2	3	5	6
Non-EEO			0	0	0	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Appointment/Hire			0	2	1	0
Assignment of Duties			0	1	2	2
Awards			1	0	0	1
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			0	0	0	0
Reprimand			1	2	2	1
Suspension			1	2	2	2
Removal			0	0	0	0
Other			0	0	1	1
Duty Hours			0	0	1	0
Evaluation Appraisal			1	0	1	4
Examination/Test			0	0	0	0
Harassment						
Non-Sexual			3	5	6	9
Sexual			0	2	0	0

Medical Examination			0	0	0	0
Pay (Including Overtime)			0	0	0	0
Promotion/Non-Selection			1	1	4	11
Reassignment						
Denied			0	0	0	1
Directed			0	1	2	1
Reasonable Accommodation			1	1	1	1
Reinstatement			0	0	0	0
Retirement			0	0	0	0
Termination			0	1	0	0
Terms/Conditions of Employment			0	1	1	0
Time and Attendance			0	3	3	5
Training			1	1	0	4
Other			6	7	2	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			241.83	218.10	294.57	214.40
Average number of days in final action			356.71	428.14	894.88	177.50

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation			233.50	273.00	280.60	210.70
Average number of days in final action			0	0	418.29	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation			243.50	194.57	302.33	216.87
Average number of days in final action			356.71	428.14	1,265.56	177.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency			5	1	6	2
Average days pending prior to dismissal			621	180	878	417
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants			1	0	0	0

Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2008Thru06-30		
	2003		2004		2005		2006		2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings				0		0		0		0		1	
Without Hearing				0	0	0	0	0	0	0		1	100
With Hearing				0	0	0	0	0	0	0		0	0
Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2008Thru06-30		
	2003		2004		2005		2006		2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
Note: Complaints 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		1	
Race				0	0	0	0	0	0	0		0	0
Color				0	0	0	0	0	0	0		0	0
Religion				0	0	0	0	0	0	0		0	0
Reprisal				0	0	0	0	0	0	0		1	100
Sex				0	0	0	0	0	0	0		0	0
National Origin				0	0	0	0	0	0	0		0	0
Equal Pay Act				0	0	0	0	0	0	0		0	0
Age				0	0	0	0	0	0	0		0	0
Disability				0	0	0	0	0	0	0		0	0
Non-EEO				0	0	0	0	0	0	0		0	0

Findings After Hearing											
				0	0	0	0	0	0	0	0
Race				0	0	0	0	0	0	0	0
Color				0	0	0	0	0	0	0	0
Religion				0	0	0	0	0	0	0	0
Reprisal				0	0	0	0	0	0	0	0
Sex				0	0	0	0	0	0	0	0
National Origin				0	0	0	0	0	0	0	0
Equal Pay Act				0	0	0	0	0	0	0	0
Age				0	0	0	0	0	0	0	0
Disability				0	0	0	0	0	0	0	0
Non-EEO				0	0	0	0	0	0	0	0
Findings Without Hearing											
				0	0	0	0	0	1	0	0
Race				0	0	0	0	0	0	0	0
Color				0	0	0	0	0	0	0	0
Religion				0	0	0	0	0	0	0	0
Reprisal				0	0	0	0	0	1	100	0
Sex				0	0	0	0	0	0	0	0
National Origin				0	0	0	0	0	0	0	0
Equal Pay Act				0	0	0	0	0	0	0	0
Age				0	0	0	0	0	0	0	0
Disability				0	0	0	0	0	0	0	0
Non-EEO				0	0	0	0	0	0	0	0
Findings of	Comparative Data										

	Previous Fiscal Year Data										2008Thru06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					0		0		0		1	
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	1	100
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	1	100
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 - User Defined					0	0	0	0	0	0	0	0
Findings After Hearing					0		0		0		0	
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 - User Defined					0	0	0	0	0	0	0	0
Findings Without Hearing					0		0		0		1	
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
Disciplinary Action											
Demotion					0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0
Harassment											
Non-Sexual					0	0	0	0	0	0	0
Sexual					0	0	0	0	0	1	100
Medical Examination					0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	0	0	0	0	0
Reassignment											
Denied					0	0	0	0	0	0	0
Directed					0	0	0	0	0	1	100
Reasonable Accommodation					0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0
Terms/Conditions of					0	0	0	0	0	0	0

Employment											
Time and Attendance				0	0	0	0	0	0	0	0
Training				0	0	0	0	0	0	0	0
Other - User Defined				0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data										
	Previous Fiscal Year Data					2008Thru06- 30					
	2003	2004	2005	2006	2007						
Total complaints from previous Fiscal Years			52	34	37	28					
Total Complainants			39	27	32	23					
Number complaints pending											
Investigation			2	3	2	2					
ROI issued, pending Complainant's action			0	0	0	0					
Hearing			2	3	2	2					
Final Agency Action			11	7	7	9					
Appeal with EEOC Office of Federal Operations			0	0	0	0					
Complaint Investigations	Comparative Data										
	Previous Fiscal Year Data					2008Thru06- 30					
	2003	2004	2005	2006	2007						
Pending Complaints Where Investigations Exceed Required Time Frames			4	2	1	2					