

**NATIONAL ENDOWMENT FOR THE ARTS  
EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT  
INTERNAL COMPLAINT ACTIVITY**

Section 301 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act), requires each federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 C.F.R. Part 1614. The specific data to be posted is described in section 301(b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the National Endowment for the Arts is available below.

The posting of EEO data on agency public web sites is intended to assist Congress, Federal agencies and the public to assess whether and the extent to which agencies are living up to their equal employment opportunity responsibilities.

**Data as of the End of Third Quarter FY 2008**

COMPLAINT ACTIVITY	FY 2008 END OF FOURTH QUARTER	FY 2008 END OF THIRD QUARTER	FY 2008 END OF SECOND QUARTER	FY 2008 END OF FIRST QUARTER	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA					
					2007	2006	2005	2004	2003	2002
NUMBER OF COMPLAINTS		0	0	0	0	0	1	0	0	1
NUMBER OF COMPLAINANTS		0	0	0	0	0	1	0	0	1
REPEAT FILERS		0	0	0	0	0	0	0	0	0

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**Data as of the End of Third Quarter FY 2008**

COMPLAINTS BY BASIS	FY 2008 END OF FOURTH QUARTER	FY 2008 END OF THIRD QUARTER	FY 2008 END OF SECOND QUARTER	FY 2008 END OF FIRST QUARTER	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA					
					2007	2006	2005	2004	2003	2002
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	1	0	0
NATIONAL ORIGIN		0	0	0	0	0	0	0	0	1
SEX (including complaints filed under Equal Pay Act)		0	0	0	0	0	0	1	0	0
DISABILITY		0	0	0	0	0	0	0	0	0
AGE		0	0	0	0	0	0	0	0	0
REPRISAL		0	0	0	0	0	0	0	0	0
OTHER		0	0	0	0	0	0	0	0	0

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**Data as of the End of Third Quarter FY 2008**

COMPLAINTS BY ISSUES	FY 2008 END OF FOURTH QUARTER	FY 2008 END OF THIRD QUARTER	FY 2008 END OF SECOND QUARTER	FY 2008 END OF FIRST QUARTER	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA					
					2007	2006	2005	2004	2003	2002
APPOINTMENT/HIRE		0	0	0	0	0	0	0	0	0
ASSIGNMENT OF DUTIES		0	0	0	0	0	1	0	0	0
CONVERSION TO FULL-TIME		0	0	0	0	0	0	0	0	0
<b>DISCIPLINARY ACTION</b>		0	0	0	0	0	0	0	0	0
DEMOTION		0	0	0	0	0	0	0	0	0
REPRIMAND		0	0	0	0	0	0	0	0	0
SUSPENSION		0	0	0	0	0	0	0	0	0
REMOVAL		0	0	0	0	0	0	0	0	0
OTHER		0	0	0	0	0	0	0	0	0
DUTY HOURS		0	0	0	0	0	0	0	0	0
EVALUATION APPRAISAL		0	0	0	0	0	1	0	0	0
EXAMINATION/TEST		0	0	0	0	0	0	0	0	0
<b>HARASSMENT</b>		0	0	0	0	0	0	0	0	0
NON-SEXUAL		0	0	0	0	0	0	0	0	0
SEXUAL		0	0	0	0	0	0	0	0	0
MEDICAL EXAMINATION		0	0	0	0	0	0	0	0	0
PAY (INCLUDING OVERTIME)		0	0	0	0	0	0	0	0	0
PROMOTION/NON-SELECTION		0	0	0	0	0	0	0	0	0

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**Data as of the End of Third Quarter FY 2008**

COMPLAINTS BY ISSUES	FY 2008 END OF FOURTH QUARTER	FY 2008 END OF THIRD QUARTER	FY 2008 END OF SECOND QUARTER	FY 2008 END OF FIRST QUARTER	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA					
					2007	2006	2005	2004	2003	2002
<b>REASSIGNMENT</b>		0	0	0	0	0	0	0	0	0
DENIED		0	0	0	0	0	0	0	0	0
DIRECTED		0	0	0	0	0	0	0	0	0
REASONABLE ACCOMMODATION		0	0	0	0	0	0	0	0	0
REINSTATEMENT		0	0	0	0	0	0	0	0	0
RETIREMENT		0	0	0	0	0	0	0	0	0
TERMINATION		0	0	0	0	0	0	0	0	1
TERMS/CONDITIONS OF EMPLOYMENT		0	0	0	0	0	0	0	0	0
TIME AND ATTENDANCE		0	0	0	0	0	1	0	0	0
TRAINING		0	0	0	0	0	1	0	0	0
OTHER – Marital Status		0	0	0	0	0	1	0	0	0

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**Data as of the End FY 2007**

PROCESSING TIME	End of FY 2007		End of FY 2006		End of FY 2005	
	Number	Average Days	Number	Average Days	Number	Average Days
COMPLAINTS PENDING IN INVESTIGATIVE STAGE	0	0	0	0	0	0
ALL COMPLAINTS PENDING IN FINAL AGENCY ACTION STAGE	0	0	0	0	0	0
ALL COMPLAINTS PENDING IN WHICH HEARING WAS NOT REQUESTED	0	0	0	0	0	0
TIME IN INVESTIGATION STAGE	0	0	0	0	0	0
TIME TO ISSUE FINAL AGENCY DECISION	0	0	0	0	0	0
ALL COMPLAINTS PENDING IN WHICH A HEARING WAS REQUESTED	0	0	0	0	0	0
TIME IN INVESTIGATION STAGE	0	0	0	0	0	0
TIME TO ISSUE FINAL AGENCY DECISION	0	0	0	0	0	0

PROCESSING TIME	End of FY 2003		End of FY 2003		End of FY 2002	
	Number	Average Days	Number	Average Days	Number	Average Days
COMPLAINTS PENDING IN INVESTIGATIVE STAGE	0	0	0	0	0	0
ALL COMPLAINTS PENDING IN FINAL AGENCY ACTION STAGE	0	0	0	0	0	0
ALL COMPLAINTS PENDING IN WHICH HEARING WAS NOT REQUESTED	0	0	0	0	0	0
TIME IN INVESTIGATION STAGE	0	0	0	0	0	0
TIME TO ISSUE FINAL AGENCY DECISION	0	0	0	0	0	0
ALL COMPLAINTS PENDING IN WHICH A HEARING WAS REQUESTED	0	0	0	0	0	0
TIME IN INVESTIGATION STAGE	0	0	0	0	0	0
TIME TO ISSUE FINAL AGENCY DECISION	0	0	0	0	0	0

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**Data as of the End of Third Quarter FY 2008**

COMPLAINTS DISMISSED BY AGENCY	FY 2008 END OF FOURTH QUARTER	FY 2008 END OF THIRD QUARTER	FY 2008 END OF SECOND QUARTER	FY 2008 END OF FIRST QUARTER	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA						
					2007	2006	2005	2004	2003	2002	
TOTAL COMPLAINTS DISMISSED BY AGENCY		0	0	0	0	0	0	0	0	0	0
AVERAGE DAYS PENDING PRIOR TO DISMISSAL		0	0	0	0	0	0	0	0	0	0

**Data as of the End of Third Quarter FY 2008**

TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION	FY 2008 END OF FOURTH QUARTER		FY 2008 END OF THIRD QUARTER		FY 2008 END OF SECOND QUARTER		FY 2008 END OF FIRST QUARTER		COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA												
									2007		2006		2005		2004		2003		2002		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
TOTAL NUMBER OF FINDINGS			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WITHOUT HEARING			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WITH HEARING			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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**Data as of the End of Third Quarter FY 2008**

FINDINGS OF DISCRIMINATION RENDERED BY BASIS	FY 2008 END OF FOURTH QUARTER		FY 2008 END OF THIRD QUARTER		FY 2008 END OF SECOND QUARTER		FY 2008 END OF FIRST QUARTER		COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA												
									2007		2006		2005		2004		2003		2002		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
TOTAL NUMBER FINDINGS			0		0		0		0		0		0		0		0		0		0
NUMBER FINDINGS RENDERED WITHOUT HEARING			0		0		0		0		0		0		0		0		0		0
NUMBER FINDINGS RENDERED AFTER HEARING			0		0		0		0		0		0		0		0		0		0
Race			0		0		0		0		0		0		0		0		0		0
Color			0		0		0		0		0		0		0		0		0		0
Religion			0		0		0		0		0		0		0		0		0		0
National Origin			0		0		0		0		0		0		0		0		0		0
Sex (include Equal Pay Act)			0		0		0		0		0		0		0		0		0		0
Disability			0		0		0		0		0		0		0		0		0		0
Age			0		0		0		0		0		0		0		0		0		0
Reprisal			0		0		0		0		0		0		0		0		0		0

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FINDINGS OF DISCRIMINATION RENDERED BY ISSUE	FY 2008 END OF FOURTH QUARTER		FY 2008 END OF THIRD QUARTER		FY 2008 END OF SECOND QUARTER		FY 2008 END OF FIRST QUARTER		COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA												
									2007		2006		2005		2004		2003		2002		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
TOTAL NUMBER FINDINGS			0		0		0		0		0		0		0		0		0		0
FINDINGS WITHOUT HEARING			0		0		0		0		0		0		0		0		0		0
FINDINGS AFTER HEARING			0		0		0		0		0		0		0		0		0		0
Appointment/Hire			0		0		0		0		0		0		0		0		0		0
Assignment of Duties			0		0		0		0		0		0		0		0		0		0
Awards			0		0		0		0		0		0		0		0		0		0
Conversion to Full-time			0		0		0		0		0		0		0		0		0		0
<b>Disciplinary Action</b>			0		0		0		0		0		0		0		0		0		0
Demotion			0		0		0		0		0		0		0		0		0		0
Reprimand			0		0		0		0		0		0		0		0		0		0
Suspension			0		0		0		0		0		0		0		0		0		0
Removal			0		0		0		0		0		0		0		0		0		0
Other			0		0		0		0		0		0		0		0		0		0
Duty Hours			0		0		0		0		0		0		0		0		0		0
Evaluation Appraisal			0		0		0		0		0		0		0		0		0		0
Examination/Test			0		0		0		0		0		0		0		0		0		0
<b>Harassment</b>			0		0		0		0		0		0		0		0		0		0
Non-Sexual			0		0		0		0		0		0		0		0		0		0
Sexual			0		0		0		0		0		0		0		0		0		0
Medical Examination			0		0		0		0		0		0		0		0		0		0
Pay (Including Overtime)			0		0		0		0		0		0		0		0		0		0
Promotion/Non-Selection			0		0		0		0		0		0		0		0		0		0



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**Data as of the End of Third Quarter FY 2008** (Continuation of chart on page eight)

<b>Reassignment</b>		0	0	0	0	0	0	0	0	0
Denied		0	0	0	0	0	0	0	0	0
Directed		0	0	0	0	0	0	0	0	0
Reasonable Accommodation		0	0	0	0	0	0	0	0	0
Reinstatement		0	0	0	0	0	0	0	0	0
Retirement		0	0	0	0	0	0	0	0	0
Termination		0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment		0	0	0	0	0	0	0	0	0
Time and Attendance		0	0	0	0	0	0	0	0	0
Training		0	0	0	0	0	0	0	0	0
Other		0	0	0	0	0	0	0	0	0

**Data as of the End of Third Quarter FY 2008**

COMPLAINTS PENDING FROM PREVIOUS FISCAL YEARS BY STATUS	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA									
	FY 2008 END OF FOURTH QUARTER	FY 2008 END OF THIRD QUARTER	FY 2008 END OF SECOND QUARTER	FY 2008 END OF FIRST QUARTER	2007	2006	2005	2004	2003	2002
TOTAL COMPLAINTS FROM PREVIOUS FISCAL YEARS		0	0	0	0	0	0	0	0	0
TOTAL COMPLAINANTS		0	0	0	0	0	0	0	0	0
					<b>Number complaints pending – [as of 9/30]</b>					
INVESTIGATION		0	0	0	0	0	0	0	0	0
ROI ISSUED, PENDING COMPLAINANT'S ACTION		0	0	0	0	0	0	0	0	0
HEARING		0	0	0	0	0	1	0	1	0
FINAL AGENCY ACTION		0	0	0	0	1	0	0	0	0
APPEAL WITH EEOC OFFICE OF FEDERAL OPERATIONS		0	0	0	0	0	0	0	0	0

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COMPLAINT INVESTIGATIONS	FY 2008 END OF FOURTH QUARTER	FY 2008 END OF THIRD QUARTER	FY 2008 END OF SECOND QUARTER	FY 2008 END OF FIRST QUARTER	COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA					
					2007	2006	2005	2004	2003	2002
NUMBER PENDING COMPLETION OF INVESTIGATION		0	0	0	0	0	0	0	0	0
PENDING INVESTIGATIONS OVER REQUIRED TIME FRAMES		0	0	0	0	0	0	0	0	0

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For Additional Information, please contact: Civil Rights Office, (202) 682-5454.