GENERAL SERVICES ADMINISTRATION

Data Posted Pursuant to The No FEAR Act

EEO Data Posted Pursuant to the No FEAR Act (Pub. L. No. 107-174, Title III, Sec. 301 (2002)

*The final data for each fiscal year is posted each October.

*The data for the current fiscal year is current to the quarter identified below.

*"n/av" designates information that is not available; "n/a" designates information that is not applicable.

*In FY02, EEOC started reporting Race and Color as separate, independent bases.

EEO Complaint Data	FY2007	FY 2006	FY2005	FY2004	FY2003	FY2002
		100				
(1) Total number of EEO complaints filed	77	102	71	89	111	112
(2) Total number of individuals filing EEO complaints	76	86	68	73	97	103
(3) Total number of individuals filing more than one EEO complaint	0	9	3	7	14	9
(4) Number of complainants alleging discrimination on the basis of:						
*a. Race/Color						
1. Black	14	35	24	41	50	37
2. White	2	6	9	7	9	17
3. American Indian Alaska Native	1	1	2	0	0	2
4. Asian/ Pacific Islander	1	2	2	4	0	1
b. Color	4	21	9	6	7	4
c. Sex/Male (EPA claims included)	6	17	15	21	18	15
d. Sex/Female (EPA claims included)	9	23	17	18	24	23
e. Religion	0	8	2	3	6	5
f. National origin	10	10	6	11	7	11
g. Age	26	38	20	31	45	36
h. Disability						
1. Mental	7	3	8	6	6	6
2. Physical	11	12	16	19	13	16
i. Retaliation for previous EEO activity	42	48	27	50	34	39
(5) Number of EEO complaints challenging						
a. Appointment/Hire	1	1	3	7	4	13
b. Assignment of Duties	2	10	9	10	3	9
c. Awards	3	1	2	9	1	4
d. Conversion to Full Time	0	0	0	0	0	1
e. Disciplinary Action:						
(i) Demotion	1	1	2	0	1	0
(ii) Reprimand	2	2	5	10	2	1
(iii) Suspension	2	1	2	4	7	5
(iv) Removal	2	4	2	6	5	2
f. Duty Hours	1	0	1	6	0	1
g. Evaluation/Appraisal	6	12	2	8	9	2
h. Examination/Test	0	0	0	0	0	1

(i) Non-Sexual 17 23 16 21 21 446 (ii) Sexual 1 2 4 5 4 4 (ii) Sexual 1 2 4 5 4 4 (ii) Medical Examination 0 0 0 0 0 0 0 1 1 1 0 0 0 0 0 0 1 1 1 0 0 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 </th <th>i. Harassment:</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th>	i. Harassment:						
(i) Sexual 1 2 4 5 4 4 i. Medical Examination 0 0 0 0 0 0 1 1 0 0 0 0 0 1 1 0 0 0 0 0 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 0 1 1 1 0 0 1 1 1 1 0		17	23	16	21	21	46
j. Medical Examination 0 0 0 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 0 1 1 1 0 <td>.,</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>_</td>	.,						_
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(i) Denied 1 0 2 1 1 1 (ii) Directed 5 1 1 3 6 5 n. Reasonable Accommodation 2 1 7 5 2 3 o. Reinstatement 0 0 1 0 0 3 2 g. Termination 1 3 1 2 7 7 r. Terms/Conditions of Employment 9 4 10 7 6 6 s. Time and Attendance 1 3 4 3 0 0 t. Training 4 0 2 11 2 2 2 u. Other 5 3 3 1 0 0 0 (b) Timeframe for processing of formal complaints 170 158 164 178 154 200 b. Average days to fully investigate a formal cecision when no EEOC hearing is requested 263 358 297 327 364 533 c. Average days to final actions completed 42 52 39 137 63		22	23	24	25	26	56
(ii) Directed 5 1 1 3 6 5 n. Reasonable Accommodation 2 1 7 5 2 3 o. Reinstatement 0 0 1 0 0 0 0 p. Termination 1 1 0 0 3 22 7 7 r. Times/Conditions of Employment 9 4 10 7 6 6 6 6 5 3 1 0 </td <td>m. Reassignment</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	m. Reassignment						
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g. Termination 1 3 1 2 7 7 r. Terms/Conditions of Employment 9 4 10 7 6 6 s. Time and Attendance 1 3 4 3 0 0 t. Training 4 0 2 11 2 2 u. Other 5 3 3 1 0 0 (complaints - - - - - - a. Average days to luly investigate a formal complaint 170 158 164 178 154 200 b. Average days to issue a final decision when no EEOC hearing is requested 263 358 297 327 364 533 c. Average days to sue a final decision when an EEOC hearing is requested 42 52 39 137 63 48 a. Number rendered without a hearing - <td>o. Reinstatement</td> <td>0</td> <td>0</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td>	o. Reinstatement	0	0	1	0	0	0
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s. Time and Attendance 1 3 4 3 0 0 t. Training 4 0 2 11 2 2 u. Other 5 3 3 1 0 0 (6) Timeframe for processing of formal complaints 5 3 3 1 0 0 (6) Timeframe for processing of formal complaints 170 158 164 178 154 206 a. Average days to fully investigate a formal complaint 170 158 164 178 154 206 b. Average days to issue a final decision when an EEOC hearing is requested 263 358 297 327 364 533 (7) Total number of final actions completed 42 52 39 137 63 48 a. Number rendered without a hearing 0 0 0 1 0 1 0 b. Number rendered after a hearing 1 0 14 93 40 19 b. Number rendered after a hearing 1 0 0 1 0 1 5 (8) Total	g. Termination	1	3	1	2	7	7
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u. Other 5 3 3 1 0 0 (6) Timeframe for processing of formal complaints 170 158 164 178 154 200 a. Average days to fully investigate a formal complaint 170 158 164 178 154 200 b. Average days to issue a final decision when no EEOC hearing is requested 263 358 297 327 364 533 c. Average days to issue a final decision when an EEOC hearing is requested 685 321 773 836 870 1,04 (7) Total number of final actions completed 42 52 39 137 63 48 a. Number rendered without a hearing 0 0 0 0 1 0 Total number of final actions completed finding discrimination 21 0 14 93 40 19 b. Number rendered after a hearing 0 1 0 1 5 25 25 28 (8) Total number of final actions completed finding no discrimination 21 29 <t< td=""><td>s. Time and Attendance</td><td>1</td><td>3</td><td>4</td><td>3</td><td>0</td><td>0</td></t<>	s. Time and Attendance	1	3	4	3	0	0
(6) Timeframe for processing of formal complaints	t. Training	4	0	2	11	2	2
complaintsImage: complaint complaintImage: complaint complaintImage: complaint complaintImage: complaint complaint complaintImage: complaint completed finding completed	u. Other	5	3	3	1	0	0
complaintsImage: complaint complaintImage: complaint complaintImage: complaint complaintImage: complaint complaintImage: complaint complaintImage: complaint completed finding complaint complaints completed complaints completed complaint complaints completed complaint complaint complaints completed complaint							
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EEOC hearing is requested 685 321 773 836 870 1,04 (7) Total number of final actions completed 42 52 39 137 63 48 a. Number rendered without a hearing	EEOC hearing is requested	263	358	297	327	364	533
(7) Total number of final actions completed 42 52 39 137 63 48 a. Number rendered without a hearing			321	773	836	870	1,048
a. Number rendered without a hearing Image: Constraint of the second							,
a. Number rendered without a hearing Image: Constraint of the second	(7) Total number of final actions completed	42	52	39	137	63	48
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discrimination21014934019b. Number rendered after a hearing		-	0	0	0	1	0
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(8) Total number of complaints dismissed161815252528(9) Average length of time to dismiss complaints402945142226388(10) The number of final actions completed finding discrimination by bases01002*4*a. Racial discrimination000012(1) Number:(1) Number rendered without a hearing000000			29	25	44	22	24
(9) Average length of time to dismiss complaints402945142226388(10) The number of final actions completed finding discrimination by bases01002*4*a. Racial discrimination000012Of this number: (i) Number rendered without a hearing000000							
(10) The number of final actions completed finding discrimination by bases01002*4*a. Racial discrimination000012Of this number:(i) Number rendered without a hearing000000	(8) Total number of complaints dismissed	16	18	15	25	25	28
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a. Racial discrimination00012Of this number:(i) Number rendered without a hearing000000		0	4	0	0	0*	4*
Of this number: Image: Constraint of the second							
(i) Number rendered without a hearing 0 0 0 0 0 0 0		0	0	0	0		2
		0	0	0	0	0	0
(Percentage)		0	0	0	0	0	0
(ii) Number rendered after a hearing 0 0 0 0 1 2		0	0	0	0	1	2

(Percentage)					50%	50
b. Color discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)		<u> </u>	<u> </u>			
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)	Ŭ	Ŭ	Ŭ	Ŭ	0	Ŭ
c. Sex/Male discrimination	0	0	0	0	0	0
Of this number:	Ŭ	Ŭ	0	<u> </u>	0	Ŭ
(i) Number rendered without a hearing	0	0	0	0	0	0
(i) Number rendered without a hearing (Percentage)	0	0	0	0	0	0
(ii) Number rendered after a hearing	0	0	0	0	0	0
(II) Number rendered after a freating (Percentage)	0	0	0	0	0	0
d. Sex/Female discrimination	0	1	0	0	0	1
Of this number:	0	I	0	0	0	I
	0	0	0	0	0	0
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)	0	4	0	0	0	
(ii) Number rendered after a hearing	0	1	0	0	0	1
(Percentage)	0	0	0		0	25%
e. Religion discrimination	0	0	0	0	0	0
Of this number:		<u> </u>				
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
f. National origin discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
g. Age discrimination	0	0	0	0	1	1
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	50%	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	1
(Percentage)						25%
h. Disability discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
g. Retaliation for previous EEO activity	0	1	0	0	1	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	1	0
(Percentage)					50%	
(ii) Number rendered after a hearing	0	1	0	0	0	0
(Percentage)			-		<u> </u>	<u> </u>
(

(11) Total number of final actions completed finding discrimination by issues	0	1	0	0	2*	4*
a. Appointment/Hire	0	0	0	0	0	4
Of this number:	0	0	0	0	0	0
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)	0	0	0	0	0	0
(ii) Number rendered after a hearing	0	0	0	0	0	0
(IPercentage)	Ŭ	Ŭ	0	Ŭ	Ŭ	0
b. Assignment of Duties	0	0	0	0	0	0
Of this number:	Ŭ	Ŭ	Ű	Ű	Ŭ	Ű
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)					_	
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)					_	
c. Awards	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)					Î	
d. Conversion to Full Time	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
e. Disciplinary Action	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(1) Demotion	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)	0	0	0	0	0	0
(ii) Number rendered after a hearing	0	0	0	0	0	0
(IPercentage)	Ŭ	Ŭ	0	Ŭ	Ŭ	0
(2) Reprimand	0	0	0	0	0	0
Of this number:			-			
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(3) Suspension	0	0	0	0	0	0
Of this number:						
		0	0	0		0
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)	0	0	0	0	0	0
(ii) Number rendered after a hearing	0	0	0	0	0	0

(Percentage) (4) Removal	0					
		0	0	0	0	0
Of this number:		-		-		
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
f. Duty Hours	0	0	0	0	0	0
Of this number:						
(I) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
g. Evaluation/Appraisal	0	0	0	0	1	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	1	0
(Percentage)					50%	
h. Examination/Test	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)		-		-		•
i. Harassment	0	1	0	0	0	1
Of this number:				-		•
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)		-		-		-
(ii) Number rendered after a hearing	0	1	0	0	0	1
(Percentage)				-		25%
j. Medical Examination	0	0	0	0	0	0
Of this number:		<u> </u>		Ŭ		•
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)		, v		Ű		Ŭ
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)	Ŭ	Ŭ	Ű	Ű		0
k. Pay including Overtime	0	0	0	0	0	0
Of this number:	Ŭ	Ŭ	Ŭ	Ŭ	0	0
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)		Ŭ	0	U	0	0
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)	0	0	0	0	0	0
I. Promotion/Non-selection	0	0	0	0	1	3
Of this number:	0	0	0	0		5
(i) Number rendered without a hearing	0	0	0	0	0	0
	0	0	0	0	0	0
(Percentage) (ii) Number rendered after a hearing	0	0	0	0	1	3
	0	0	0	0	50%	3 75%
(Percentage) m. Reassignment	0	0	0	0		
		0	0	0	0	0

(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)	Ű	<u> </u>	Ű	Ŭ		0
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(1) Denied	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(2) Directed	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
n. Reasonable accommodation	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
o. Reinstatement	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
p. Retirement	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
q. Termination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
r. Terms/Conditions of Employment	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
s. Time and Attendance	0	0	0	0	0	0
Of this number:			-	-		
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						

t. Training	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
u. Other	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(12) (a-b) Complaints pending at end of period:						
a. Total number	71	87	89	109	140	183
b. Of these:						
(i) Total number of individuals filing the complaints	62		65	73	103	115
(ii) Number of cases at the following stages of the complaints process:						
i. Pending written notification	6	2	6	0	11	16
ii. Pending in investigation	34	38	22	30	42	46
iii. Pending in hearings	27	37	53	69	76	97
iv. Pending a final agency action	4	10	8	10	11	24
v. Appeals						
(12)(c) Of all active complaints in fiscal year, total number of complaints in which the agency failed to conduct an investigation within 180 days or within a valid extension period (*Investigations were considered untimely after	2	3	3	1		6
270 days of filing formal *This report has been revised to correct data for EX 2		-	3		1	6

*This report has been revised to correct data for FY 2002 and FY 2003.