

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	FY 2006	FY 2005	FY 2004	FY 2003	FY 2002	FY 2001
(1) Total number of EEO complaints filed	102	71	89	111	112	127
(2) Total number of individuals filing EEO complaints	86	68	73	97	103	115
(3) Total number of individuals filing more than one EEO complaint	9	3	7	14	9	12
(4) Number of complainants alleging discrimination on the basis of:						
*a. Race/Color						
1. Black	35	24	41	50	37	22
2. White	6	9	7	9	17	21
3. American Indian Alaska Native	1	2	0	0	2	2
4. Asian/ Pacific Islander	2	2	4	0	1	2
b. Color	21	9	6	7	4	n/a
c. Sex/Male (EPA claims included)	17	15	21	18	15	24
d. Sex/Female (EPA claims included)	23	17	18	24	23	23
e. Religion	8	2	3	6	5	7
f. National origin	10	6	11	7	11	15
g. Age	38	20	31	45	36	40
h. Disability						
1. Mental	3	8	6	6	6	2
2. Physical	12	16	19	13	16	17
i. Retaliation for previous EEO activity	48	27	50	34	39	43
(5) Number of EEO complaints challenging						
a. Appointment/Hire	1	3	7	4	13	1
b. Assignment of Duties	10	9	10	3	9	4
c. Awards	1	2	9	1	4	4
d. Conversion to Full Time	0	0	0	0	1	0
e. Disciplinary Action:						
(i) Demotion	1	2	0	1	0	0
(ii) Reprimand	2	5	10	2	1	6
(iii) Suspension	1	2	4	7	5	4
(iv) Removal	4	2	6	5	2	1
f. Duty Hours	0	1	6	0	1	2
g. Evaluation/Appraisal	12	2	8	9	2	3
h. Examination/Test	0	0	0	0	1	1
i. Harassment:						

(i) Non-Sexual	23	16	21	21	46	32
(ii) Sexual	2	4	5	4	4	7
j. Medical Examination	0	0	0	0	1	3
k. Pay including Overtime	1	1	1	0	0	3
l. Promotion/Non-selection	23	24	25	26	56	56
m. Reassignment						
(i) Denied	0	2	1	1	1	4
(ii) Directed	1	1	3	6	5	1
n. Reasonable Accommodation	1	7	5	2	3	2
o. Reinstatement	0	1	0	0	0	0
p. Retirement	1	0	0	3	2	0
g. Termination	3	1	2	7	7	1
r. Terms/Conditions of Employment	4	10	7	6	6	9
s. Time and Attendance	3	4	3	0	0	5
t. Training	0	2	11	2	2	7
u. Other	3	3	1	0	0	1
(6) Timeframe for processing of formal complaints						
a. Average days to fully investigate a formal complaint	158	164	178	154	206	231
b. Average days to issue a final decision when no EEOC hearing is requested	358	297	327	364	533	258
c. Average days to issue a final decision when an EEOC hearing is requested	321	773	836	870	1,048	900
(7) Total number of final actions completed	52	39	137	63	48	40
a. Number rendered without a hearing						
Total number of final actions completed finding discrimination	0	0	0	1	0	0
Total number of final actions completed finding no discrimination	0	14	93	40	19	17
b. Number rendered after a hearing						
Total number of final actions completed finding discrimination	1	0	0	1	5	1
Total number of final actions completed finding no discrimination	29	25	44	22	24	22
(8) Total number of complaints dismissed	18	15	25	25	28	25
(9) Average length of time to dismiss complaints	29	45	142	226	388	173
(10) The number of final actions completed finding discrimination by bases	1	0	0	2*	4*	1
a. Racial discrimination	0	0	0	1	2*	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	1	2	0
(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)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
c. Sex/Male 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)						
d. Sex/Female discrimination	1	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	1	0	0	0	1	0
(Percentage)					50%	
e. Religion 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)						
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	1	1	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	1	1	0
(Percentage)				50%	50%	
(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	1	0	0	1	0	n/av
Of this number:						
(i) Number rendered without a hearing	0	0	0	1	0	0
(Percentage)				100%		
(ii) Number rendered after a hearing	1	0	0	0	0	0
(Percentage)						
(11) Total number of final actions completed finding discrimination by issues	1	0	0	2*	4*	1
a. Appointment/Hire	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)						
b. Assignment of Duties	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)						
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)						
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)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(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:						
(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)						
(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	1	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	1	0	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	1	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	1	0	0	0	1	0
(Percentage)					25%	
j. Medical Examination	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)						
k. Pay including Overtime	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)						
l. Promotion/Non-selection	0	0	0	1	3	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	1	3	0
(Percentage)				50%	75%	
m. Reassignment	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) 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	1
Of this number:						100%

(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	1
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	1
(Percentage)						100%
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	87	89	109	140	183	179
b. Of these:						
(i) Total number of individuals filing the complaints		65	73	103	115	91
(ii) Number of cases at the following stages of the complaints process:						
i. Pending written notification	2	6	0	11	16	21
ii. Pending in investigation	38	22	30	42	46	57
iii. Pending in hearings	37	53	69	76	97	88
iv. Pending a final agency action	10	8	10	11	24	13

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 270 days of filing formal	3	3	1	1	6	10