

**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 Fourth 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	0	1	0	0	1
NUMBER OF COMPLAINANTS	0	0	0	0	0	0	1	0	0	1
REPEAT FILERS	0	0	0	0	0	0	0	0	0	0

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

Data as of the End of Fourth 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	0
COLOR	0	0	0	0	0	0	0	0	0	0
RELIGION	0	0	0	0	0	0	1	0	0	0
NATIONAL ORIGIN	0	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	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
OTHER	0	0	0	0	0	0	0	0	0	0

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

Data as of the End of Fourth 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	0
ASSIGNMENT OF DUTIES	0	0	0	0	0	0	1	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0	0	0	0
DISCIPLINARY ACTION	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	1	0	0	0
EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0
HARASSMENT	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

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

Continuation of chart on page three

Data as of the End of Fourth 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
REASSIGNMENT	0	0	0	0	0	0	0	0	0	0
DENIED	0	0	0	0	0	0	0	0	0	0
DIRECTED	0	0	0	0	0	0	0	0	0	0
REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	0	0
REINSTATEMENT	0	0	0	0	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	1
TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0
TIME AND ATTENDANCE	0	0	0	0	0	0	1	0	0	0
TRAINING	0	0	0	0	0	0	1	0	0	0
OTHER – Marital Status	0	0	0	0	0	0	1	0	0	0

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

Data as of the End FY 2008

PROCESSING TIME	End of FY 2008		End of FY 2007		End of FY 2006	
	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 2005		End of FY 2004		End of FY 2003	
	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

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

Data as of the End of Fourth 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	0
AVERAGE DAYS PENDING PRIOR TO DISMISSAL	0	0	0	0	0	0	0	0	0	0	0

Data as of the End of Fourth 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	0	0
WITHOUT HEARING	0	0	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	0	0

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

Data as of the End of Fourth 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	

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

Data as of the End of Fourth Quarter FY 2008

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		2001		2000		1999			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
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	
Disciplinary Action	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	
Harassment	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	

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

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

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

Data as of the End of Fourth 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	0
TOTAL COMPLAINANTS	0	0	0	0	0	0	0	0	0	0
					Number complaints pending – [as of 9/30]					
INVESTIGATION	0	0	0	0	0	0	0	0	0	0
ROI ISSUED, PENDING COMPLAINANT'S ACTION	0	0	0	0	0	0	0	0	0	0
HEARING	0	0	0	0	0	0	1	0	1	0
FINAL AGENCY ACTION	0	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	0

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

Data as of the End of Fourth Quarter FY 2008

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	0
PENDING INVESTIGATIONS OVER REQUIRED TIME FRAMES	0	0	0	0	0	0	0	0	0	0

Page Ten

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