

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

## ARS

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed			38	22	33	29
Number of Complainants			35	20	28	26
Repeat Filers			3	2	2	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
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			14	7	9	5
Color			2	1	0	1
Religion			1	0	1	0
Reprisal			21	9	20	17

National Origin			5	3	3	3
Equal Pay Act			0	0	0	0
Age			13	4	12	5
Disability			9	4	6	4
Non-EEO			0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
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	0	0	1
Assignment of Duties			4	1	0	1
Awards			0	0	0	1
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			1	0	0	0
Reprimand			2	1	5	1
Suspension			5	2	2	0
Removal			0	0	1	0
Other			0	0	0	1
Duty Hours			0	0	0	0
Evaluation Appraisal			7	1	2	5
Examination/Test			0	0	0	0
Harassment						
Non-Sexual			16	7	17	15
Sexual			0	1	0	1

Medical Examination			0	0	0	0
Pay (Including Overtime)			1	0	0	0
Promotion/Non-Selection			5	5	4	6
Reassignment						
Denied			0	0	0	0
Directed			1	0	1	1
Reasonable Accommodation			2	0	2	3
Reinstatement			0	0	0	0
Retirement			1	0	0	0
Termination			4	7	2	1
Terms/Conditions of Employment			2	0	0	1
Time and Attendance			4	1	3	2
Training			3	0	0	1
Other			9	2	5	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			165.48	171.56	144.32	165.10
Average number of days in final action			660.64	282.25	162.60	620.28
Complaint pending during fiscal year where hearing was						

requested											
Average number of days in investigation			158.92	165.47	151.00	165.56					
Average number of days in final action			85.00	85.36	74.70	345.80					
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation			168.41	180.46	141.14	164.90					
Average number of days in final action			704.92	448.85	250.50	688.90					
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data					2008Thru09-30					
	2003	2004	2005	2006	2007						
Total Complaints Dismissed by Agency			7	8	4	2					
Average days pending prior to dismissal			736	595	273	525					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	0	0	4	1	0	2					
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data					2008Thru09-30					
	2003	2004	2005	2006	2007						
	#	%	#	%	#	%	#	%	#	%	#

Total Number Findings					0		0		0		3	
Without Hearing					0	0	0	0	0	0	2	67
With Hearing					0	0	0	0	0	0	1	33
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					0		0		0		2	
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	2	100
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 After Hearing					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		2	
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	2	100
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 Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					0		0		0		2	

Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	1	50
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	2	100
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	1	50
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 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		2	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	1	50
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	2	100
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	1	50
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
Pending Complaints Filed	Comparative Data											

	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years			67	77	65	54
Total Complainants			45	55	49	46
Number complaints pending						
Investigation			2	2	2	2
ROI issued, pending Complainant's action			0	0	0	0
Hearing			2	2	2	2
Final Agency Action			38	31	19	10
Appeal with EEOC Office of Federal Operations			0	1	2	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames			2	5	3	1