

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: EPA Internal Complaint Activity

Data as of September 30 - End of Fiscal Year 2008

Complaint Activity	Comparative Data Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	2008
Number of Complaints Filed in Fiscal Year	74	71	69	76	64	73
Number of Complainants	66	69	65	60	59	72
Repeat Filers	4	2	8	11	7	1

Complaints by Basis	Comparative Data Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	2008
Race	49	64	34	37	33	36
Color	16	21	12	6	8	15
Religion	2	0	2	0	2	2
Retaliation	61	72	59	57	36	40
Sex	46	49	39	30	22	28
National Origin	14	14	18	13	9	10
Equal Pay Act	0	0	2	0	1	0
Age	51	41	21	29	30	29
Disability	39	46	25	33	23	17
Non EEO Bases	1	0	0	0	0	0

Data as of September 30 - End of Fiscal Year 2008

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	2008
Appointment/Hire	0	0	0	2	0	0
Assignment of Duties	17	20	8	4	8	15
Awards	3	1	6	6	2	5
Conversion to Full-Time	0	1	1	0	0	1
<b>Disciplinary Action</b>						
Demotion	0	1	2	1	0	1
Reprimand	7	11	5	3	3	2
Suspension	5	4	0	3	3	0
Removal	0	4	0	2	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	0	0	1	0
Evaluation Appraisal	0	9	8	16	14	17
Examination/Test	0	0	1	0	0	0
<b>Harassment</b>						
Non-Sexual	79	88	32	41	27	29
Sexual	0	3	1	1	0	1
Medical Examination	0	0	0	1	0	0
Pay (Including Overtime)	0	4	5	4	4	2
Promotion/Non-Selection	92	91	22	27	22	29

<b>Reassignment</b>						
Denied	0	0	4	0	4	1
Directed	6	0	2	2	2	4
Reasonable Accommodation	6	14	7	11	7	4
Reinstatement	0	0	0	0	2	0
Retirement	0	0	1	2	1	0
Termination	11	11	6	1	5	4
Terms/Conditions of Employment	1	43	15	18	17	11
Time and Attendance	18	6	8	11	11	12
Training	5	9	5	6	5	7
Other	0	0	0	0	0	0

**Data as of September 30 - End of Fiscal Year 2008**

Processing Time	Comparative Data					2008
	Previous Fiscal Year					
	2003	2004	2005	2006	2007	
Complaints Pending During Fiscal Year						
Average Number of Days in Investigative Stage	254	163	143	120	112	137
Average Number of Days in Final Action Stage	594	569	458	388	400	393
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	283	224	250	185	251	250
Average Number of Days in Final Action Stage	0	0	0	0	0	0

Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	284	163	143	120	112	137
Average Number of Days in Final Action Stage	594	569	458	388	400	393

**Data as of September 30 - End of Fiscal Year 2008**

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2008
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	16	23	33	21	11	12
Average Days Pending Prior to Dismissal	76	300	143	149	169	78
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	15	12	5	4	9	7

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data					2008
	2003	2004	2005	2006	2007	
Total Number Findings	3	0	0	0	2	1
Without Hearing	0	0	0	0	0	0
With Hearing	3 100%	0	0	0	2 100%	1 100%

Data as of September 30 - End of Fiscal Year 2008

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
	<b>Total Number of Findings</b>	3	100	0	0.00	0	0.00	0	0.00	2	1.00	1
Race	2	0.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retaliation	2	0.29	0	0.00	0	0.00	0	0.00	2	0.66	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	0.33	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	2	0.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	1	0.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	2	0.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of September 30 - End of Fiscal Year 2008

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%		
<b>Findings After Hearing</b>	3	100	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00
Race	2	0.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retaliation	2	0.29	0	0.00	0	0.00	0	0.00	2	0.66	0	0.00
Sex (Includes Equal Pay Act)	0	0.00	0	0.00	0	0.00	0	0.00	1	0.33	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	2	0.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	1	0.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of September 30 - End of Fiscal Year 2008

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Race	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retaliation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of September 30 - End of Fiscal Year 2008

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number of Findings</b>	3	100	0	0.00	0	0.00	0	0.00	2	1.00	1	1.00
Appointment/Hire	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-Time	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
Demotion	0	0.00	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00
Reprimand	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.50
Suspension	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Removal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal	1	0.25	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00
Examination/Test	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-Sexual	0	0.00	0	0.00	0	0.00	0	0.00	1	0.25	1	0.50
Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00



Pay (Including Overtime)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion/Non-Selection	2	0.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Denied	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Directed	0	0.00	0	0.00	0	0.00	0	0.00	0	0.25	0	0.25
Reasonable Accommodation	1	0.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms/Conditions of Employment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of September 30 - End of Fiscal Year 2008

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Findings After Hearing</b>	3	100	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00
Appointment/Hire	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-Time	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
Demotion	0	0.00	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00
Reprimand	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	0.50
Suspension	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Removal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal	1	0.25	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00
Examination/Test	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-Sexual	0	0.00	0	0.00	0	0.00	0	0.00	1	0.25	1	0.50
Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Pay (Including Overtime)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion/Non-Selection	2	0.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Denied	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Directed	0	0.00	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00
Reasonable Accommodation	1	0.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms/Conditions of Employment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of September 30 - End of Fiscal Year 2008

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data										2008	
	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Findings Without Hearing</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Appointment/Hire	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-Time	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
Demotion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprimand	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Suspension	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Removal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Examination/Test	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Pay (Including Overtime)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion/Non-Selection	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Denied	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Directed	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reasonable Accommodation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms/Conditions of Employment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**Data as of September 30 - End of Fiscal Year 2008**

<b>Pending Complaints Filed in Previous Years by Status</b>	<b>Comparative Data Previous Fiscal Year Data</b>					<b>2008</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
<b>Complaint Activity</b>						
Total Complaints from previous Fiscal Years	175	167	129	91	81	71
Total Complainants	166	165	111	75	54	64
<b>Number of Complaints Pending</b>						
In Investigation	9	3	0	0	0	1
In Hearing	76	95	32	25	14	19
Final Action	37	4	15	9	7	4
Appeal with EEOC Office of Federal Operations	61	52	30	22	9	7

	<b>Comparative Data Previous Fiscal Year Data</b>					
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
<b>Complaint Investigations</b>						
Pending Complaints Where Investigation Exceeds Required Time Frames	21	7	6	4	4	14