

**U.S. Agency for International Development
Office of Equal Opportunity Programs**

**Equal Employment Opportunity Data Posted Pursuant to Title III of the
Notification and Federal Employee Antidiscrimination and Retaliation Act of
2002 (No FEAR Act), Pub. L. 107-174**

The No FEAR Act requires Federal agencies to post on their public websites summary statistical data pertaining to complaints of discrimination filed under 29 CFR 1614 by employees, former employees and applicants for employment. The procedures for posting cumulative quarterly and fiscal year EEO data are set forth in 29 CFR 1614 Sections 701-704. In addition, 29 CFR 1614.705 mandates that Federal agencies post comparative year-end data corresponding to that required to be posted by Section 1614.704 for each of the five immediately preceding fiscal years. The following tables are presented in fulfillment of these requirements.

Complaint Activity 29 CFR 1614.704(a)-(c)	Comparative Data (29CFR 1614.705)					2008 Thru 9/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Number of Complaints Filed	11	12	18	6	13	15
Number of Complainants	10	11	16	4	12	13
Repeat Filers	1	1	2	2	1	1

Complaints by Basis 29 CFR 1614.704(d)	Comparative Data					2008 Thru 9/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	5	8	9	3	6	8
Color	4	3	1	1	1	2
Religion	1	2	3	2	3	4
Reprisal	6	6	13	4	8	8
Sex	5	6	9	1	6	3
National Origin	3	2	6	3	4	5
Equal Pay Act	0	0	0	0	0	0
Age	4	2	2	1	9	4
Disability	2	3	1	1	6	4
Non-EEO	0	0	0	0	0	0

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data					2008 Thru 9/30
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	0	0	0	0	2	4
Assignment of Duties	2	3	4	0	2	2
Awards	1	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	1	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	1	0	0	0	0	0
Evaluation Appraisal	4	4	7	4	3	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	1	10	0	4	3
Sexual	0	0	1	0	1	0
Medical Examination	0	2	0	0	0	0
Pay (Including Overtime)	1	0	1	0	0	0
Promotion/Non-Selection	1	6	3	11	1	4
Reassignment						
Denied	1	0	1	0	0	2
Directed	1	1	0	0	1	0
Reasonable Accommodation	2	0	0	0	0	1
Reinstatement	1	0	0	0	0	0
Retirement	1	1	0	0	0	1
Termination	0	3	5	0	1	1
Terms/Conditions of Employment	0	0	7	0	4	4
Time and Attendance	2	1	1	0	0	0
Training	2	2	2	0	1	2
Other	1	0	2	0	0	0

Processing Time 29 CFR 1614.704(f) The average length of time it has taken an agency to complete, respectively, investigation and final action for:	Comparative Data					2008 Thru 9/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation stage	267	119	285	373	343	158
Average number of days in final action stage	423	217	185	151	193	286
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	N/A	N/A	330	334	289	183
Average number of days in final action stage	N/A	N/A	43	39	38	N/A
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	267	119	241	393	424	138
Average number of days in final action stage	423	217	327	207	427	286

Complaints Dismissed by Agency 29 CFR 1614.704(g)	Comparative Data					2008 Thru 9/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency pursuant to Section 1614.107(a)	2	2	2	2	4	5
Average days pending prior to dismissal	94	298	143	222	82	38

Complaints Withdrawn by Complainants 29 CFR 1614.704(h)	Comparative Data (29 CFR 1614.705)					2008 Thru 9/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total Complaints Withdrawn by Complainants	0	2	1	8	3	4

Total Final Actions Finding Discrimination 29 CFR 1614.704(i)	Comparative Data (29 CFR 1614.705)											2008 Thru 9/30	
	Previous Fiscal Year Data												
	2003		2004		2005		2006		2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		3		1		0		0		
Without Hearing					1	33	1	100					
With Hearing					2	67							

Findings of Discrimination Rendered by Basis 29 CFR 1614.704(j)	Comparative Data (29 CFR 1614.705)											2008 Thru 9/30	
	Previous Fiscal Year Data												
	2003		2004		2005		2006		2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>													
Total Number Findings	0		0		3		1		0		0		
Race							1	25					
Color													
Religion													
Reprisal					2	67	1	25					
Sex							1	25					
National Origin							1	25					
Equal Pay Act													
Age													
Disability					1	33							
Non-EEO													
Findings After Hearing					2	67					0		
Race													
Color													
Religion													
Reprisal					1	33							
Sex													
National Origin													
Equal Pay Act													
Age													
Disability					1	34							
Non-EEO													
Findings Without Hearing					1	33	1	100			0		
Race							1	25					
Color													
Religion													
Reprisal					1	33	1	25					
Sex							1	25					
National Origin							1	25					
Equal Pay Act													
Age													
Disability													
Non-EEO													

Findings of Discrimination Rendered by Issue 29 CFR 1614.704(k)	Comparative Data										2008 Thru 9/30	
	Previous Fiscal Year Data											
	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		3		1		0		0	
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation/Appraisal					1	33						
Examination/Test												
Harassment												
Non-Sexual							1	33				
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection					1	33						
Reassignment												
Denied					1	34						
Directed												
Reasonable Accommodation												
Retirement												
Termination							1	33				
Terms/Conditions of Employment							1	34				
Time and Attendance												
Training												
Other												
Findings After Hearing	0		0		2	67	0		0		0	
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												

Findings of Discrimination Rendered by Issue 29 CFR 1614.704(k)	Comparative Data (29 CFR 1614.705)										2008 Thru 9/30	
	Previous Fiscal Year Data											
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection					1	33						
Reassignment												
Denied					1	34						
Directed												
Reasonable Accommodation												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												
Findings Without Hearing	0		0		1	33	1	100	0		0	
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation/Appraisal					1	33						
Examination/Test												
Harassment												
Non-Sexual							1	33				
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												

Findings of Discrimination Rendered by Issue 29 CFR 1614.704(k)	Comparative Data (29 CFR 1614.705)										2008 Thru 9/30	
	Previous Fiscal Year Data											
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Retirement												
Termination							1	33				
Terms/Conditions of Employment							1	34				
Time and Attendance												
Training												
Other												

Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR 1614.704(l)	Comparative Data					2008 Thru 9/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years	13	18	26	32	19	19
Total Complainants	13	13	18	24	13	16
Number Complaints Pending						
Investigation	7	1	2	1	2	0
Hearing	10	11	6	4	3	9
Final Action	0	1	6	10	4	1
Appeal with EEOC Office of Federal Operations	1	0	2	5	3	1

Complaint Investigations 29 CFR 1614.704(m)	Comparative Data					2008 Thru 9/30
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigation Exceeds Required Time Frames	2	7	6	2	4	1