

**Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:
NASA Agency-wide Complaint Activity**

Data as of September 30, 2008 - End of 4th Quarter FY 2008

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	FY2008 end of 4th Qtr	2007	2006	2005	2004	2003
Number of Complaints Filed in FY 1614.704(a)	56	60	48	37	40	58
Number of Complainants 1614.704(b)	48	50	41	36	35	49
Repeat Filers 1614.704(c)	4	10	7	1	5	3
29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				

Complaints by Basis	FY2008 end of 4th Qtr	2007	2006	2005	2004	2003
Race	24	25	19	13	20	32
Color	5	3	3	3	3	12
Religion	2	3	1	3	4	0
National Origin	7	7	6	5	7	3
Sex (including complaints filed under Equal Pay Act)	19	24	19	15	19	21
Disability	21	15	13	8	13	17
Age	23	22	11	11	15	26
Reprisal	30	19	23	16	26	32
Other	0	0	2	0	0	0

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Issue	FY2008 end of 4th Qtr	2007	2006	2005	2004	2003
Appointment/Hire	1	2	0	1	1	1
Assignment of Duties	2	3	0	1	1	2
Awards	1	0	0	0	3	4
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	0	1	1	0	1
Suspension	2	10	0	0	0	0

Removal	2	2	0	0	0	1
Other	2	0	0	0	0	1
Duty Hours	0	1	0	0	0	0
Evaluation Appraisal	6	4	1	2	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	23	14	22	11	11	10
Sexual	1	4	2	4	3	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	4	0	0	3	0

Promotion/Non-Selection	24	21	17	16	14	25
Reassignment						
Denied	1	3	1	0	2	2
Directed	2	5	1	2	3	6
Reasonable Accommodation	7	2	5	5	3	3
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Termination	0	2	3	3	6	3
Terms/Conditions of Employment	0	5	0	0	7	4
Time and Attendance	0	0	0	0	1	1

Training	3	1	2	0	1	3
Other	2	0	3	2	1	8

29 CFR §1614.704(f)

Processing Time ' <i>...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year...</i> '		FY2008 end of 4 th Qtr	
		Number	Average Days
All complaints pending in Investigative Stage	1614.704(f)(1)	112	155
All complaints pending in Final Agency Action Stage		29	199
All complaints pending in which Hearing was not requested	1614.704(f)(2)	76	174
Time in Investigation Stage		53	91
Time to issue Final Agency Action		23	213
All complaints pending in which a Hearing was requested	1614.704(f)(3)	40	196
Time in Investigation Stage		34	193
Time to issue Final Agency Action		6	18

29 CFR §1614.704(g)

**29 CFR §1614.705 Comparative Data
Previous Fiscal Year Data**

Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY2008 end of 4th Qtr	2007	2006	2005	2004	2003						
Total Complaints Dismissed by Agency	17	14	27	14	7	17						
Average days pending prior to dismissal	86	83	246	225 0	200	170						
29 CFR §1614.704(h)				29 CFR §1614.705 Comparative Data Previous Fiscal Year Data								
Total Final Agency Actions Finding Discrimination	FY2008 end of 4th Qtr		2007		2006		2005		2004		2003	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	0		1		2		0		3		0	
Without Hearing 704(h)(2)	0	0	1	100	0	0	0	0	2	67	0	0
With Hearing 704(h)(3)	0	0	0	0	2	100	0	0	1	33	0	0

Total Number Findings 704(j)(1)	0		1		2			3	100	0	0
Findings Without Hearing 704(j)(2)	0		1		0			2	67	0	
Findings After Hearing 704(j)(3)	0		0		2			1	33	0	0
Appointment/Hire	0				2	100	0	0		0	
Assignment of Duties	0		0		0		0	0		0	
Awards	0		1	100	0		0	0		0	
Conversion to Full-time	0		0		0		0	0		0	
Disciplinary Action											
Demotion	0		0		0		0	0		0	
Reprimand	0		0		0		0	0		0	

Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment												
Non-Sexual	0		0		0		0	0	1	25	0	
Sexual	0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0	

Pay (Including Overtime)	0		0		0		0		0		0	
Promotion/Non-Selection	0		0		2	100			3	75	0	
Reassignment												
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	0		0		0		0		0	0	0	0
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	

Time and Attendance	0		0		0		0		0		0	
Training	0		0		0		0		0		0	
Other	1		0		0		0		0		0	
29 CFR §1614.704(k)						29 CFR §1614.705 Comparative Data						
Complaints Pending From Previous Fiscal Years by Status				FY2008 end of 4th Qtr	Previous Fiscal Year Data							
					2007	2006	2005	2004	2003			
Total complaints from previous Fiscal Years 704(k)(1)				21	16	13	71	80	72			
Total Complainants 704(k)(2)				17	13	11	55	64	62			
Number complaints pending [as of 9/30]: 704(k)(3)												
Investigation				0	0	25	17	24	36			

ROI issued, pending Complainant's action	0	0	9	12	10	7
Hearing	11	9	10	19	21	24
Final Agency Action	10	3	24	25	15	17
Appeal with EEOC Office of Federal Operations	5	1	3	2	2	0
29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Investigations	FY2008 end of 4th Qtr	2007	2006	2005	2004	2003
Number Pending Completion of Investigation	23	32	100	20	25	17
Pending Investigations Over Required Time Frames	0	0	30	9	10	8

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