

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

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	5	6	5	4	13	6
Number of Complainants	5	6	5	4	13	6
Repeat Filers	0	0	0	1	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	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	2	2	1	0	3	3
Color	1	2	0	0	2	1
Religion	0	0	0	0	0	1
Reprisal	4	3	2	2	4	1
Sex	4	3	2	4	5	2
National Origin	1	3	1	0	1	1

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Equal Pay Act	0	0	0	0	0	0
Age	3	4	2	1	1	2
Disability	1	2	2	1	0	4
Non-EEO	0	0	1	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	0	1	1	0	1	0
Assignment of Duties	1	3	0	0	0	0
Awards	1	0	1	0	0	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	1	0	0	0	1
Suspension	1	3	0	0	1	0
Removal	0	0	0	0	0	1
Other	1	0	0	0	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	3	0	0	1	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	2	6	2	3	1	0
Sexual	0	0	0	1	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	1	0	0	0	0
Promotion/Non-Selection	3	1	2	0	1	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
<b>Reassignment</b>						
Denied	0	0	0	0	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	0	0	0	0	2
Reinstatement	0	0	0	0	0	0
Retirement	1	0	0	0	0	0
Termination	1	2	1	0	0	0
Terms/Conditions of Employment	1	0	0	1	3	0
Time and Attendance	2	1	0	2	0	0
Training	2	1	0	0	0	0
Other	3	1	0	0	0	1
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	427.50	331.38	242.00	400.00	425.5	327.6
Average number of days in final action	102.40	81.29	130.33	31.00	310.3	127.6

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	399.00	206.33	0	0	283.3	548.14
Average number of days in final action	23.67	20.50	25.00	31.00	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	456.00	406.40	242.00	400.00	275	385
Average number of days in final action	220.50	162.33	183.00	0	0	127.6









Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
Origin												
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	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		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings</b>	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2003		2004		2005		2006		2007		#	%
	#	%	#	%	#	%	#	%	#	%		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/ Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												















<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru09- 30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Total complaints from previous Fiscal Years	19	15	8	8	8	26
Total Complainants	8	2	4	5	6	22
<b>Number complaints pending</b>						
Investigation	2	0	1	1	3	8
ROI issued, pending Complainant's action	1	0	0	0	0	<u>0</u>
Hearing	2	0	1	1	2	14
Final Agency Action	0	2	0	1	0	0
Appeal with EEOC Office of Federal Operations	1	0	0	0	0	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru09-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	5	1	1	2	4	1