

## GENERAL SERVICES ADMINISTRATION

### Data Posted Pursuant to The No FEAR Act

#### EEO Data Posted Pursuant to the No FEAR Act (Pub. L. No. 107-174, Title III, Sec. 301 (2002))

\*The final data for each fiscal year is posted each October.

\*The data for the current fiscal year is current to the quarter identified below.

\*\*"n/av" designates information that is not available; "n/a" designates information that is not applicable.

\*In FY02, EEOC started reporting Race and Color as separate, independent bases.

EEO Complaint Data	FY2007	FY 2006	FY2005	FY2004	FY2003	FY2002
<b>(1) Total number of EEO complaints filed</b>	77	102	71	89	111	112
<b>(2) Total number of individuals filing EEO complaints</b>	76	86	68	73	97	103
<b>(3) Total number of individuals filing more than one EEO complaint</b>	0	9	3	7	14	9
<b>(4) Number of complainants alleging discrimination on the basis of:</b>						
*a. Race/Color						
1. Black	14	35	24	41	50	37
2. White	2	6	9	7	9	17
3. American Indian Alaska Native	1	1	2	0	0	2
4. Asian/ Pacific Islander	1	2	2	4	0	1
b. Color	4	21	9	6	7	4
c. Sex/Male (EPA claims included)	6	17	15	21	18	15
d. Sex/Female (EPA claims included)	9	23	17	18	24	23
e. Religion	0	8	2	3	6	5
f. National origin	10	10	6	11	7	11
g. Age	26	38	20	31	45	36
h. Disability						
1. Mental	7	3	8	6	6	6
2. Physical	11	12	16	19	13	16
i. Retaliation for previous EEO activity	42	48	27	50	34	39
<b>(5) Number of EEO complaints challenging</b>						
a. Appointment/Hire	1	1	3	7	4	13
b. Assignment of Duties	2	10	9	10	3	9
c. Awards	3	1	2	9	1	4
d. Conversion to Full Time	0	0	0	0	0	1
e. Disciplinary Action:						
(i) Demotion	1	1	2	0	1	0
(ii) Reprimand	2	2	5	10	2	1
(iii) Suspension	2	1	2	4	7	5
(iv) Removal	2	4	2	6	5	2
f. Duty Hours	1	0	1	6	0	1
g. Evaluation/Appraisal	6	12	2	8	9	2
h. Examination/Test	0	0	0	0	0	1

i. Harassment:						
(i) Non-Sexual	17	23	16	21	21	46
(ii) Sexual	1	2	4	5	4	4
j. Medical Examination	0	0	0	0	0	1
k. Pay including Overtime	0	1	1	1	0	0
l. Promotion/Non-selection	22	23	24	25	26	56
m. Reassignment						
(i) Denied	1	0	2	1	1	1
(ii) Directed	5	1	1	3	6	5
n. Reasonable Accommodation	2	1	7	5	2	3
o. Reinstatement	0	0	1	0	0	0
p. Retirement	1	1	0	0	3	2
g. Termination	1	3	1	2	7	7
r. Terms/Conditions of Employment	9	4	10	7	6	6
s. Time and Attendance	1	3	4	3	0	0
t. Training	4	0	2	11	2	2
u. Other	5	3	3	1	0	0
<b>(6) Timeframe for processing of formal complaints</b>						
a. Average days to fully investigate a formal complaint	170	158	164	178	154	206
b. Average days to issue a final decision when no EEOC hearing is requested	263	358	297	327	364	533
c. Average days to issue a final decision when an EEOC hearing is requested	685	321	773	836	870	1,048
<b>(7) Total number of final actions completed</b>	42	52	39	137	63	48
a. Number rendered without a hearing						
Total number of final actions completed finding discrimination	0	0	0	0	1	0
Total number of final actions completed finding no discrimination	21	0	14	93	40	19
b. Number rendered after a hearing						
Total number of final actions completed finding discrimination	0	1	0	0	1	5
Total number of final actions completed finding no discrimination	21	29	25	44	22	24
<b>(8) Total number of complaints dismissed</b>	16	18	15	25	25	28
<b>(9) Average length of time to dismiss complaints</b>	40	29	45	142	226	388
<b>(10) The number of final actions completed finding discrimination by bases</b>	0	1	0	0	2*	4*
a. Racial discrimination	0	0	0	0	1	2
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	1	2

(Percentage)					50%	50
b. Color discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
c. Sex/Male discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
d. Sex/Female discrimination	0	1	0	0	0	1
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	1	0	0	0	1
(Percentage)						25%
e. Religion discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
f. National origin discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
g. Age discrimination	0	0	0	0	1	1
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	50%	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	1
(Percentage)						25%
h. Disability discrimination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
g. Retaliation for previous EEO activity	0	1	0	0	1	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	1	0
(Percentage)					50%	
(ii) Number rendered after a hearing	0	1	0	0	0	0
(Percentage)						

<b>(11) Total number of final actions completed finding discrimination by issues</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2*</b>	<b>4*</b>
a. Appointment/Hire	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
b. Assignment of Duties	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
c. Awards	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
d. Conversion to Full Time	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
e. Disciplinary Action	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(1) Demotion	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(2) Reprimand	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(3) Suspension	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0

(Percentage)						
(4) Removal	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
f. Duty Hours	0	0	0	0	0	0
Of this number:						
(I) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
g. Evaluation/Appraisal	0	0	0	0	1	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	1	0
(Percentage)					50%	
h. Examination/Test	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
i. Harassment	0	1	0	0	0	1
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	1	0	0	0	1
(Percentage)						25%
j. Medical Examination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
k. Pay including Overtime	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
l. Promotion/Non-selection	0	0	0	0	1	3
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	1	3
(Percentage)					50%	75%
m. Reassignment	0	0	0	0	0	0
Of this number:						

(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(1) Denied	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
(2) Directed	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
n. Reasonable accommodation	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
o. Reinstatement	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
p. Retirement	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
q. Termination	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
r. Terms/Conditions of Employment	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
s. Time and Attendance	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						

t. Training	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
u. Other	0	0	0	0	0	0
Of this number:						
(i) Number rendered without a hearing	0	0	0	0	0	0
(Percentage)						
(ii) Number rendered after a hearing	0	0	0	0	0	0
(Percentage)						
<b>(12) (a-b) Complaints pending at end of period:</b>						
a. Total number	71	87	89	109	140	183
b. Of these:						
(i) Total number of individuals filing the complaints	62		65	73	103	115
(ii) Number of cases at the following stages of the complaints process:						
i. Pending written notification	6	2	6	0	11	16
ii. Pending in investigation	34	38	22	30	42	46
iii. Pending in hearings	27	37	53	69	76	97
iv. Pending a final agency action	4	10	8	10	11	24
v. Appeals						
<b>(12)(c) Of all active complaints in fiscal year, total number of complaints in which the agency failed to conduct an investigation within 180 days or within a valid extension period (*Investigations were considered untimely after 270 days of filing formal</b>	2	3	3	1	1	6

\*This report has been revised to correct data for FY 2002 and FY 2003.