

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

## FSA

For 3rd Quarter 2008 for period ending June 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed			73	40	49	30
Number of Complainants			68	40	45	30
Repeat Filers			6	1	4	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Race			23	20	11	12
Color			5	7	0	3
Religion			3	3	1	2
Reprisal			38	20	22	18
Sex			27	9	17	6

National Origin			9	7	2	3
Equal Pay Act			1	0	0	1
Age			24	13	19	9
Disability			9	10	5	4
Non-EEO			0	3	1	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Appointment/Hire			2	0	5	1
Assignment of Duties			12	7	5	3
Awards			0	2	1	0
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			0	0	0	0
Reprimand			0	1	1	0
Suspension			4	5	3	1
Removal			1	1	3	0
Other			0	2	1	1
Duty Hours			0	0	1	0
Evaluation Appraisal			9	3	2	3
Examination/Test			0	1	1	0
Harassment						
Non-Sexual			16	9	16	14
Sexual			0	1	1	0

Medical Examination			0	0	0	0
Pay (Including Overtime)			0	1	1	0
Promotion/Non-Selection			33	12	16	9
Reassignment						
Denied			1	0	0	0
Directed			1	1	5	4
Reasonable Accommodation			0	3	1	1
Reinstatement			0	0	0	0
Retirement			0	2	0	1
Termination			5	5	3	3
Terms/Conditions of Employment			2	2	2	0
Time and Attendance			4	4	4	2
Training			2	0	0	0
Other			6	3	2	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			270.64	212.00	232.93	207.23
Average number of days in final action			703.90	272.75	281.24	868.67
Complaint pending during fiscal year where hearing was						

requested												
Average number of days in investigation					268.92	231.55	209.89					201.22
Average number of days in final action					49.50	52.75	214.60					44.00
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation					272.12	194.82	250.21					210.41
Average number of days in final action					776.61	547.75	341.82					971.75
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003		2004		2005		2006		2007			
Total Complaints Dismissed by Agency					7	6	3					0
Average days pending prior to dismissal					515	713	439					0
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants					12	5	4					0
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings					3		4		0		1	
Without Hearing					2	67	0	0	0	0	0	0
With Hearing					1	33	4	100	0	0	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					3		4		0		0	
Race					1	33	2	50	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					3	100	3	75	0	0	0	0
Sex					1	33	0	0	0	0	0	0
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings After Hearing					1		4		0		0	
Race					0	0	2	50	0	0	0	0

Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					1	100	3	75	0	0	0	0
Sex					0	0	0	0	0	0	0	0
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings Without Hearing					1		0		0		0	
Race					1	100	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					1	100	0	0	0	0	0	0
Sex					0	0	0	0	0	0	0	0
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings				3		4		0		0	
Appointment/Hire				0	0	0	0	0	0	0	0
Assignment of Duties				0	0	0	0	0	0	0	0
Awards				1	33	0	0	0	0	0	0
Conversion to Full-time				0	0	0	0	0	0	0	0
Disciplinary Action											
Demotion				0	0	0	0	0	0	0	0
Reprimand				0	0	0	0	0	0	0	0
Suspension				0	0	0	0	0	0	0	0
Removal				0	0	0	0	0	0	0	0
Other				0	0	0	0	0	0	0	0
Duty Hours				0	0	0	0	0	0	0	0
Evaluation Appraisal				0	0	0	0	0	0	0	0
Examination/Test				0	0	0	0	0	0	0	0
Harassment											
Non-Sexual				0	0	1	25	0	0	0	0
Sexual				0	0	0	0	0	0	0	0
Medical Examination				0	0	0	0	0	0	0	0
Pay (Including Overtime)				0	0	0	0	0	0	0	0
Promotion/Non-Selection				1	33	3	75	0	0	0	0
Reassignment											
Denied				0	0	1	25	0	0	0	0

Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	1	25	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	1	25	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					1	33	0	0	0	0	0	0
Findings After Hearing					1		4		0		0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0



Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	1	25	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					1	100	3	75	0	0	0	0
Reassignment												
Denied					0	0	1	25	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	1	25	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	1	25	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0
Findings Without Hearing					2		0		0		0	

Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					1	50	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	0	0	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable					0	0	0	0	0	0	0	0

Accommodation												
Reinstatement				0	0	0	0	0	0	0	0	0
Retirement				0	0	0	0	0	0	0	0	0
Termination				0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment				0	0	0	0	0	0	0	0	0
Time and Attendance				0	0	0	0	0	0	0	0	0
Training				0	0	0	0	0	0	0	0	0
Other - User Defined				1	50	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2008Thru06-30						
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years			137	165	141	153						
Total Complainants			106	137	123	132						
Number complaints pending												
Investigation			4	3	4	21						
ROI issued, pending Complainant's action			0	2	1	1						
Hearing			4	3	4	21						
Final Agency Action			44	56	48	54						
Appeal with EEOC Office of Federal Operations			0	1	1	1						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2008Thru06-						

	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames			6	4	8	31