

BROADCASTING BOARD of GOVERNORS

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

Data as of September 30, 2005 - End of Fourth Quarter FY 2005

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	FY2005 End of 4 th Qtr	2004	2003	2002	2001	2000
Number of Complaints Filed in FY 1614.704(a)	31	24	18	35	33	31
Number of Complainants 1614.704(b)	31	24	18	35	33	31
Repeat Filers 1614.704(c)	3	0	0	0	0	0

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	FY2005 End of 4 th Qtr	2004	2003	2002	2001	2000
Race	4	6	6	17	11	6
Color	1	1	0	0	0	0
Religion	3	1	4	3	1	0
National Origin	6	5	0	11	5	2
Sex (including complaints filed under Equal Pay Act)	11	8	4	35	15	12
Disability	0	1	3	1	2	2
Age	11	6	7	6	7	4
Reprisal	8	14	8	31	15	15
Other	0	0	7	1	14	2

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	FY2005 End of 4 th Qtr	2004	2003	2002	2001	2000
		Appointment/Hire	0	0	0	0
Assignment of Duties	0	0	3	27	0	2
Awards	0	0	1	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	1
Reprimand	0	1	0	0	0	1
Suspension	2	0	0	2	1	1
Removal	0	0	0	2	1	1
Other	0	0	0	0	0	0
Duty Hours	0	0	3	1	0	2
Evaluation Appraisal	1	3	1	2	5	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	2	4	6	4	5
Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	1	0	0
Pay (Including Overtime)	7	0	2	1	0	0
Promotion/Non-Selection	6	9	9	6	9	11
Reassignment						
Denied	0	0	0	0	1	1
Directed	0	0	1	0	0	1
Reasonable Accommodation	0	0	0	1	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	1	0	3
Termination	1	1	5	2	1	0
Terms/Conditions of Employment	0	0	2	0	3	5
Time and Attendance	1	1	0	0	1	0
Training	0	1	2	0	1	0
Other	0	0	0	0	0	0

29 CFR §1614.704(f)			
Processing Time "...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..."		FY 2005	
		Number	Average Days
All complaints pending in Investigative Stage	1614.704(f)(1)	11	68
All complaints pending in Final Agency Action Stage		4	56
All complaints pending in which Hearing was not requested	1614.704(f)(2)	14	124
Time in Investigation Stage		11	68
Time to Issue Final Agency Action		4	56
All complaints pending in which a Hearing was requested	1614.704(f)(3)	3	161
Time in Investigation Stage plus time in Final Agency Action Stage		3	161
Time to issue Final Agency Action		0	0

29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY 2005 End of 4th Qtr	2004	2003	2002	2001	2000
		Total Complaints Dismissed by Agency	6	3	2	6
Average days pending prior to dismissal	38	28	48	56	39	47

29 CFR §1614.704(h)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Total Final Agency Actions Finding Discrimination	FY 2005 End of 4th Qtr	2004		2003		2002		2001		2000	
		#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	0	0	0	0	0	0	0	0	0	0	0
Without Hearing 704(h)(2)	0	0	0	0	0	0	0	0	0	0	0
With Hearing 704(h)(3)	0	0	0	0	0	0	0	0	0	0	0

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	FY 2005 End of 4 th Qtr		Previous Fiscal Year Data											
			2004		2003		2002		2001		2000			
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(i) (1)	0		0		0		0		0		0			
Number Findings Rendered Without Hearing 704(i) (2)	0		0		0		0		0		0			
Number Findings Rendered After Hearing 704(i) (3)	0		0		0		0		0		0			
Race	0		0		0		0		0		0			
Color	0		0		0		0		0		0			
Religion	0		0		0		0		0		0			
National Origin	0		0		0		0		0		0			
Sex (include Equal Pay Act)	0		0		0		0		0		0			
Disability	0		0		0		0		0		0			
Age	0		0		0		0		0		0			
Reprisal	0		0		0		0		0		0			

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	FY 2005 End of 4 th Qtr		Previous Fiscal Year Data											
			2004		2003		2002		2001		2000			
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(j) (1)	0		0		0		0		0		0			
Findings Without Hearing 704(j) (2)	0		0		0		0		0		0			
Findings After Hearing 704(j) (3)	0		0		0		0		0		0			
Appointment/Hire	0		0		0		0		0		0			
Assignment of Duties	0		0		0		0		0		0			
Awards	0		0		0		0		0		0			
Conversion to Full-time	0		0		0		0		0		0			

Disciplinary Action	0	0	0	0	0	0
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	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	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	0	0	0	0
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	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	0	0	0	0	0	0

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
Complaints Pending From Previous Fiscal Years by Status	FY2005 as of 09/30/05	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Total complaints from previous Fiscal Years 704(k)(1)	36	33	35	33	35	54
Total Complainants 704(k)(2)	36	33	35	33	35	54
Number complaints pending [as of 09/30/05]: 704(k)(3)						
Investigation	11	6	6	10	7	16
ROI issued, pending Complainant's action	4	3	2	3	1	1
Hearing	3	23	15	18	17	10
Final Agency Action	0	1	1	0	2	3
Appeal with EEOC Office of Federal Operations	6	4	5	6	13	8

29 CFR §1614.704(I)		29 CFR §1614.705 Comparative Data				
Complaint Investigations	FY 2005 End of 4 th Qtr	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Number Pending Completion of Investigation	10	6	6	10	7	16
Pending Investigations Over Required Time Frames	1	0	0	1	2	4

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