BROADCASTING BOARD of GOVERNORS

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

Data as of December 31, 2008, First Quarter Report for FY 2009

29 CFR §1614.704(a) - (c)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data							
Complaint Activity	FY2009 End of 1st Qtr	2008	2007	2006	2005	2004				
Number of Complaints Filed in FY 1614.704(a)	4	31	14	30	31	24				
Number of Complainants 1614.704(b)	4	30	14	30	31	24				
Repeat Filers 1614.704(c)	0	1	2	0	3	0				

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data								
Complaints by Basis Note: Complaints can be filed alleging	FY2009 End of									
<i>multiple bases. The sum</i> of the bases <i>may not equal total complaints filed.</i>	^{1st} Qtr	2008	2007	2006	2005	2004				
Race	1	6	3	6	4	6				
Color	0	3	2	0	1	1				
Religion	0	2	0	2	3	1				
National Origin	1	14	2	3	6	5				
Sex (including complaints filed under Equal Pay Act)	1	8	5	10	11	8				
Disability	0	5	1	2	0	1				
Age	0	15	2	7	11	6				
Reprisal	3	13	10	18	8	14				
Other	0	0	0	0	0	0				

29 CFR §1614.704(e)	T	29 CFR §1614.705 Comparative								
Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases my not equal total complaints filed.	FY2009 End of 1st Qtr	P	revious	Data Fiscal	Year Da	ata				
		2008	2007	2006	2005	2004				
Appointment/Hire	0	1	0	0	0	0				
Assignment of Duties	0	8	2	7	0	0				
Awards	0	0	0	2	0	0				
Conversion to Full-time	0	0	0	0	0	0				
Disciplinary Action										
Demotion	0	1	0	2	0	0				
Reprimand	0	11	0	0	0	1				
Suspension	0	1	1	0	2	0				
Removal	0	2	0	2	0	0				
Other	0	0	0	2	0	0				
Duty Hours	0	1	0	2	0	0				
Evaluation Appraisal	0	1	2	6	1	3				
Examination/Test	0	1	0	0	0	0				
Harassment										
Non-Sexual	0	11	12	2	0	2				
Sexual	0	3	2	0	0	0				
Medical Examination	0	0	0	0	0	0				
Pay (Including Overtime)	0	1	0	1	7	0				
Promotion/Non-Selection	5	27		5	30	(
Reassignment										
Denied	0	1	2	3	0	0				
Directed	0	0	0	5	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	3	12	1	1	1				
Terms/Conditions of Employment	1	4	0	0	0	0				
Time and Attendance	0	3	1	4	1	1				
Training	0	1	0	6	0	1				
Other	0	0	0	6	0	0				

Processing Time" post the average le	ength o	f tim	ne it tak	es to	FY 2009			
complete each step of the process for o	every c	omp	plaint th	at is	Num	oer A	verage	
pending during any time of the th	en fisca	al ye	ear "				Days	
All complaints pending in Investigative Stage		161	14.704(f)	(1)	8		59.8	
All complaints pending in Final Agency Action St	tage				2		196	
All complaints pending in which Hearing was not requested	t	161	14.704(f)	(2)		255.8		
Time in Investigation Stage					8		59.8	
Time to Issue Final Agency Action					2		196	
All complaints pending in which a Hearing was requested		161	14.704(f)	(3)	12		438.58	
Time in Investigation Stage plus time in Fina Agency Action Stage	al				12		438.58	
Time to issue Final Agency Action	· · · · · · · · · · · · · · · · · · ·						0	
29 CFR §1614.704(g)			29 C	FR §16	14.705 0	Compa	rative	
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY20 End 1st 0	of	Ρ	revious	Data Fiscal `	Ƴear Da	ata	
			2008	2007	2006	2005	2004	
Total Complaints Dismissed by Agency	0		4	7	6	6	3	
Average days pending prior to dismissal	0		33	40	44.5	38	28	

29 CFR §1614.704(h)				29 CFR §1614.705 Comparative								
Total Final Agency Actions Finding Discrimination	FY2009 End of ^{1st} Qtr			F	Prev	vious		ata scal `	Yea	r Dat	а	
			2008		2007		2006		2005		2004	
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0
Total Number Findings 704(h)(1)	0		0		0		0		0		0	
Without Hearing 704(h)(2)	0		0		0		0		0		0	
With Hearing 704(h)(3)	0		0		0		0		0		0	

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative										
Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases	FY2009 End of 1st Qtr		of										
may not equal total complaints and			20	000	20	107	20	00	20	05	20	104	
findings.	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	
Total Number Findings 704(i)(1)	0		0		0		0		0		0		
Number Findings Rendered Without	0		0		0		0		0		0		
Hearing 704(i)(2)	0		0		0		0		0		0		
Number Findings Rendered	0		0		0		0		0		0		
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	FY	2009	Previous Fiscal Year Data							a		
Issue	End of 1st Qtr		2	800	2	007	20	006	20	005	20	004
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0
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	

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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
Rei nstatement	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 §1614.704(k)			29 CFR §1614.705 Comparative									
				Data									
Complaints Pending From Previous	FY2009	Previous Fiscal Year Data											
Fiscal Years by Status	as of 12/31/08	2008	2007	2006	2005	2004							
Total complaints from previous Fiscal Years 704(k)(1)	25	14	27	18	36	33							
Total Complainants 704(k)(2)	25	14	27	18	36	33							
Number complaints pending [as of 09/30/	07]: 704(k)(3))											
Investigation	8	9	4	11	11	6							
ROI issued, pending Complainant's action	2	7	1	6	4	3							
Hearing	12	8	9	10	3	23							
Final Agency Action	2	1	0	0	0	1							
Appeal with EEOC Office of Federal Operations	4	3	5	4	6	4							

29 CFR §1614.704(1)	29 CFR §1614.705 Comparative								
Complaint Investigations	FY 2009 End of 1st Qtr	Data Previous Fiscal Year Data							
		2008	2007	2006	2005	2004			
Number Pending Completion of	8	9	4	9	10	6			
Investigation									
Pending Investigations Over Required	0	0	0	2	1	0			
Time Frames									