

**NATIONAL ENDOWMENT FOR THE ARTS  
EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT  
INTERNAL COMPLAINT ACTIVITY**

Section 301 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act), requires each federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 C.F.R. Part 1614. The specific data to be posted is described in section 301(b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the National Endowment for the Arts is available below.

The posting of EEO data on agency public web sites is intended to assist Congress, Federal agencies and the public to assess whether and the extent to which agencies are living up to their equal employment opportunity responsibilities.

**Data as of the End of Second Quarter FY 2009**

| COMPLAINT<br>ACTIVITY     | FY 2009<br>END OF<br>FOURTH<br>QUARTER | FY 2009<br>END OF<br>THIRD<br>QUARTER | FY 2009<br>END OF<br>SECOND<br>QUARTER | FY 2009<br>END OF<br>FIRST<br>QUARTER | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |      |      |      |      |      |
|---------------------------|--|---------------------------------------|--|---------------------------------------|---|------|------|------|------|------|
|                           |  |                                       |  |                                       | 2008  | 2007 | 2006 | 2005 | 2004 | 2003 |
| NUMBER OF<br>COMPLAINTS   |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
| NUMBER OF<br>COMPLAINANTS |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
| REPEAT FILERS             |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |

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**Data as of the End of Second Quarter FY 2009**

| COMPLAINTS BY BASIS                                     | FY 2009<br>END OF<br>FOURTH<br>QUARTER | FY 2009<br>END OF<br>THIRD<br>QUARTER | FY 2009<br>END OF<br>SECOND<br>QUARTER | FY 2009<br>END OF<br>FIRST<br>QUARTER | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |      |      |      |      |      |
|---|--|---------------------------------------|--|---------------------------------------|---|------|------|------|------|------|
|   |  |                                       |  |                                       | 2008  | 2007 | 2006 | 2005 | 2004 | 2003 |
| RACE  |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| COLOR   |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| RELIGION  |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
| NATIONAL ORIGIN   |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| SEX (including complaints filed<br>under Equal Pay Act) |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
| DISABILITY  |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| AGE   |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| REPRISAL  |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| OTHER   |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |

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**Data as of the End of Second Quarter FY 2009**

| COMPLAINTS BY ISSUES       | FY 2009<br>END OF<br>FOURTH<br>QUARTER | FY 2009<br>END OF<br>THIRD<br>QUARTER | FY 2009<br>END OF<br>SECOND<br>QUARTER | FY 2009<br>END OF<br>FIRST<br>QUARTER | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |      |      |      |      |      |
|----------------------------|--|---------------------------------------|--|---------------------------------------|---|------|------|------|------|------|
|                            |  |                                       |  |                                       | 2008  | 2007 | 2006 | 2005 | 2004 | 2003 |
| APPOINTMENT/HIRE           |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| ASSIGNMENT OF DUTIES       |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
| CONVERSION TO FULL-TIME    |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| <b>DISCIPLINARY ACTION</b> |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| 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    | 1    | 0    | 0    |
| EXAMINATION/TEST           |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| <b>HARASSMENT</b>          |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| 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    |

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**Data as of the End of Second Quarter FY 2009**

| COMPLAINTS BY ISSUES              | FY 2009<br>END OF<br>FOURTH<br>QUARTER | FY 2009<br>END OF<br>THIRD<br>QUARTER | FY 2009<br>END OF<br>SECOND<br>QUARTER | FY 2009<br>END OF<br>FIRST<br>QUARTER | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |      |      |      |      |      |
|-----------------------------------|--|---------------------------------------|--|---------------------------------------|---|------|------|------|------|------|
|                                   |  |                                       |  |                                       | 2008  | 2007 | 2006 | 2005 | 2004 | 2003 |
| <b>REASSIGNMENT</b>               |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| DENIED                            |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| DIRECTED                          |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| REASONABLE<br>ACCOMMODATION       |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| REINSTATEMENT                     |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| RETIREMENT                        |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| TERMINATION                       |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| TERMS/CONDITIONS OF<br>EMPLOYMENT |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| TIME AND ATTENDANCE               |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
| TRAINING                          |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
| OTHER – Marital Status            |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 1    | 0    | 0    |
|                                   |  |                                       |  |                                       |   |      |      |      |      |      |
|                                   |  |                                       |  |                                       |   |      |      |      |      |      |
|                                   |  |                                       |  |                                       |   |      |      |      |      |      |
|                                   |  |                                       |  |                                       |   |      |      |      |      |      |
|                                   |  |                                       |  |                                       |   |      |      |      |      |      |
|                                   |  |                                       |  |                                       |   |      |      |      |      |      |

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**Data as of the End FY 2008**

| PROCESSING TIME   | End of FY 2009 |              | End of FY 2008 |              | End of FY 2007 |              |
|---|----------------|--------------|----------------|--------------|----------------|--------------|
|   | Number         | Average Days | Number         | Average Days | Number         | Average Days |
| COMPLAINTS PENDING IN INVESTIGATIVE STAGE                 |                |              | 0              | 0            | 0              | 0            |
| ALL COMPLAINTS PENDING IN FINAL AGENCY ACTION STAGE       |                |              | 0              | 0            | 0              | 0            |
| ALL COMPLAINTS PENDING IN WHICH HEARING WAS NOT REQUESTED |                |              | 0              | 0            | 0              | 0            |
| TIME IN INVESTIGATION STAGE                               |                |              | 0              | 0            | 0              | 0            |
| TIME TO ISSUE FINAL AGENCY DECISION                       |                |              | 0              | 0            | 0              | 0            |
| ALL COMPLAINTS PENDING IN WHICH A HEARING WAS REQUESTED   |                |              | 0              | 0            | 0              | 0            |
| TIME IN INVESTIGATION STAGE                               |                |              | 0              | 0            | 0              | 0            |
| TIME TO ISSUE FINAL AGENCY DECISION                       |                |              | 0              | 0            | 0              | 0            |

| PROCESSING TIME   | End of FY 2006 |              | End of FY 2005 |              | End of FY 2004 |              |
|---|----------------|--------------|----------------|--------------|----------------|--------------|
|   | Number         | Average Days | Number         | Average Days | Number         | Average Days |
| COMPLAINTS PENDING IN INVESTIGATIVE STAGE                 | 0              | 0            | 0              | 0            | 0              | 0            |
| ALL COMPLAINTS PENDING IN FINAL AGENCY ACTION STAGE       | 0              | 0            | 0              | 0            | 0              | 0            |
| ALL COMPLAINTS PENDING IN WHICH HEARING WAS NOT REQUESTED | 0              | 0            | 0              | 0            | 0              | 0            |
| TIME IN INVESTIGATION STAGE                               | 0              | 0            | 0              | 0            | 0              | 0            |
| TIME TO ISSUE FINAL AGENCY DECISION                       | 0              | 0            | 0              | 0            | 0              | 0            |
| ALL COMPLAINTS PENDING IN WHICH A HEARING WAS REQUESTED   | 0              | 0            | 0              | 0            | 0              | 0            |
| TIME IN INVESTIGATION STAGE                               | 0              | 0            | 0              | 0            | 0              | 0            |
| TIME TO ISSUE FINAL AGENCY DECISION                       | 0              | 0            | 0              | 0            | 0              | 0            |

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**Data as of the End of Second Quarter FY 2009**

| COMPLAINTS DISMISSED BY AGENCY          | FY 2009<br>END OF<br>FOURTH<br>QUARTER | FY 2009<br>END OF<br>THIRD<br>QUARTER | FY 2009<br>END OF<br>SECOND<br>QUARTER | FY 2009<br>END OF<br>FIRST<br>QUARTER | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |      |      |      |      |      |   |
|---|--|---------------------------------------|--|---------------------------------------|---|------|------|------|------|------|---|
|   |  |                                       |  |                                       | 2008  | 2007 | 2006 | 2005 | 2004 | 2003 |   |
| TOTAL COMPLAINTS DISMISSED BY AGENCY    |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    | 0 |
| AVERAGE DAYS PENDING PRIOR TO DISMISSAL |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    | 0 |

**Data as of the End of Second Quarter FY 2009**

| TOTAL FINAL AGENCY ACTIONS FINDING DISCRIMINATION | FY 2009<br>END OF<br>FOURTH<br>QUARTER |   | FY 2009<br>END OF<br>THIRD<br>QUARTER |   | FY 2009<br>END OF<br>SECOND<br>QUARTER |   | FY 2009<br>END OF<br>FIRST<br>QUARTER |   | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |   |      |   |      |   |      |   |      |   |      |   |   |
|---|--|---|---------------------------------------|---|--|---|---------------------------------------|---|---|---|------|---|------|---|------|---|------|---|------|---|---|
|   | #                                      | % | #                                     | % | #                                      | % | #                                     | % | 2008  |   | 2007 |   | 2006 |   | 2005 |   | 2004 |   | 2003 |   |   |
| TOTAL NUMBER OF FINDINGS                          |  |   |                                       |   | 0                                      | 0 | 0                                     | 0 | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 |
| WITHOUT HEARING                                   |  |   |                                       |   | 0                                      | 0 | 0                                     | 0 | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 |
| WITH HEARING                                      |  |   |                                       |   | 0                                      | 0 | 0                                     | 0 | 0   | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0 |

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**Data as of the End of Second Quarter FY 2009**

| FINDINGS OF DISCRIMINATION RENDERED BY BASIS | FY 2009 END OF FOURTH QUARTER |   | FY 2009 END OF THIRD QUARTER |   | FY 2009 END OF SECOND QUARTER |   | FY 2009 END OF FIRST QUARTER |   | COMPARATIVE DATA PREVIOUS FISCAL YEAR DATA |   |      |   |      |   |      |   |      |   |      |   |   |
|--|-------------------------------|---|------------------------------|---|-------------------------------|---|------------------------------|---|--|---|------|---|------|---|------|---|------|---|------|---|---|
|  |                               |   |                              |   |                               |   |                              |   | 2008                                       |   | 2007 |   | 2006 |   | 2005 |   | 2004 |   | 2003 |   |   |
|  | #                             | % | #                            | % | #                             | % | #                            | % | #  | % | #    | % | #    | % | #    | % | #    | % | #    | % |   |
| TOTAL NUMBER FINDINGS                        |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| NUMBER FINDINGS RENDERED WITHOUT HEARING     |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| NUMBER FINDINGS RENDERED AFTER HEARING       |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Race   |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Color  |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Religion                                     |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| National Origin                              |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Sex (include Equal Pay Act)                  |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Disability                                   |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Age  |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Reprisal                                     |                               |   |                              |   | 0                             |   | 0                            |   | 0  |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |

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| FINDINGS OF<br>DISCRIMINATION<br>RENDERED BY ISSUE | FY 2009<br>END OF<br>FOURTH<br>QUARTER |   | FY 2009<br>END OF<br>THIRD<br>QUARTER |   | FY 2009<br>END OF<br>SECOND<br>QUARTER |   | FY 2009<br>END OF<br>FIRST<br>QUARTER |   | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |   |      |   |      |   |      |   |      |   |      |   |   |
|--|--|---|---------------------------------------|---|--|---|---------------------------------------|---|---|---|------|---|------|---|------|---|------|---|------|---|---|
|  |  |   |                                       |   |  |   |                                       |   | 2008  |   | 2007 |   | 2006 |   | 2005 |   | 2004 |   | 2003 |   |   |
|  | #                                      | % | #                                     | % | #                                      | % | #                                     | % | #   | % | #    | % | #    | % | #    | % | #    | % | #    | % |   |
| TOTAL NUMBER FINDINGS                              |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| FINDINGS WITHOUT HEARING                           |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| FINDINGS AFTER HEARING                             |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Appointment/Hire                                   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Assignment of Duties                               |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Awards   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Conversion to Full-time                            |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| <b>Disciplinary Action</b>                         |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Demotion   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Reprimand  |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Suspension   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Removal  |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Other  |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Duty Hours   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Evaluation Appraisal                               |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Examination/Test                                   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| <b>Harassment</b>                                  |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Non-Sexual   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Sexual   |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Medical Examination                                |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Pay (Including Overtime)                           |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |
| Promotion/Non-Selection                            |  |   |                                       |   | 0                                      |   | 0                                     |   | 0   |   | 0    |   | 0    |   | 0    |   | 0    |   | 0    |   | 0 |



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**Data as of the End of Second Quarter FY 2009** (Continuation of chart on page eight)

|                                |  |  |   |   |   |   |   |   |   |   |
|--------------------------------|--|--|---|---|---|---|---|---|---|---|
| <b>Reassignment</b>            |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Denied                         |  |  | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training                       |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other                          |  |  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

**Data as of the End of Second Quarter FY 2009**

| COMPLAINTS PENDING FROM PREVIOUS FISCAL YEARS BY STATUS | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |                              |                               |                              |   |      |      |      |      |      |  |
|---|---|------------------------------|-------------------------------|------------------------------|---|------|------|------|------|------|--|
|   | FY 2009 END OF FOURTH QUARTER                 | FY 2009 END OF THIRD QUARTER | FY 2009 END OF SECOND QUARTER | FY 2009 END OF FIRST QUARTER | 2008  | 2007 | 2006 | 2005 | 2004 | 2003 |  |
| TOTAL COMPLAINTS FROM PREVIOUS FISCAL YEARS             |   |                              | 0                             | 0                            | 0   | 0    | 0    | 0    | 0    | 0    |  |
| TOTAL COMPLAINANTS                                      |   |                              | 0                             | 0                            | 0   | 0    | 0    | 0    | 0    | 0    |  |
|   |   |                              |                               |                              | <b>Number complaints pending –<br/>[as of 9/30]</b> |      |      |      |      |      |  |
| INVESTIGATION   |   |                              | 0                             | 0                            | 0   | 0    | 0    | 0    | 0    | 0    |  |
| ROI ISSUED, PENDING COMPLAINANT'S ACTION                |   |                              | 0                             | 0                            | 0   | 0    | 0    | 0    | 0    | 0    |  |
| HEARING   |   |                              | 0                             | 0                            | 0   | 0    | 0    | 1    | 0    | 1    |  |
| FINAL AGENCY ACTION                                     |   |                              | 0                             | 0                            | 0   | 0    | 1    | 0    | 0    | 0    |  |
| APPEAL WITH EEOC OFFICE OF FEDERAL OPERATIONS           |   |                              | 0                             | 0                            | 0   | 0    | 0    | 0    | 0    | 0    |  |

**NATIONAL ENDOWMENT FOR THE ARTS  
 EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT  
 INTERNAL COMPLAINT ACTIVITY**

**Data as of the End of Second Quarter FY 2009**

| COMPLAINT INVESTIGATIONS                         | FY 2009<br>END OF<br>FOURTH<br>QUARTER | FY 2009<br>END OF<br>THIRD<br>QUARTER | FY 2009<br>END OF<br>SECOND<br>QUARTER | FY 2009<br>END OF<br>FIRST<br>QUARTER | COMPARATIVE DATA<br>PREVIOUS FISCAL YEAR DATA |      |      |      |      |      |
|--|--|---------------------------------------|--|---------------------------------------|---|------|------|------|------|------|
|  |  |                                       |  |                                       | 2008  | 2007 | 2006 | 2005 | 2004 | 2003 |
| NUMBER PENDING COMPLETION OF INVESTIGATION       |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |
| PENDING INVESTIGATIONS OVER REQUIRED TIME FRAMES |  |                                       | 0                                      | 0                                     | 0   | 0    | 0    | 0    | 0    | 0    |

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For Additional Information, please contact: Civil Rights Office, (202) 682-5454.