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

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

		Compa	arative	Data (	Sec. 16	14.705)	)	2009
Complaint Activity Sec. 1614.704 (a), (b), and (c)		Pro	evious	Fiscal \	Year D	ata		Thru 03/31
	2002	2003	2004	2005	2006	2007	2008	03/31
Number of Complaints Filed	46	39	33	26	21	28	37	14
Number of Complainants	43	38	30	26	19	23	36	14
Repeat Filers	2	1	3	0	2	3	1	0
Complaints by Basis Sec.		Compa	arative	Data (	Sec. 16	14.705)	)	
1614.704 (d)		Pro	evious	Fiscal Y	Year D	ata		2009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	2007	2008	thru 03/31
Race	19	12	13	11	7	6	24	8
Color	1	0	1	1	1	0	1	0
Religion	8	0	2	0	1	0	1	0
Reprisal	24	24	23	14	12	21	20	5
Sex	17	16	13	7	3	11	20	8
National Origin	6	6	4	6	3	7	4	3
Equal Pay Act	0	0	0	0	0	1	0	1
Age	9	12	8	9	7	5	12	3
Disability	12	8	9	5	4	22	15	5

Complaints by Basis Sec.		Compa	rative	Data (	Sec. 16	14.705)	)	
1614.704 (d)		Pro	evious	Fiscal '	Year D	ata		2009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	2007	2008	thru 03/31
Non-EEO basis	0	0	0	0	0	0	0	0
Complaints by Issue Sec.		Compa	rative	Data (	Sec. 16	14.705)		
1614.704 (e)		Pro	evious	Fiscal `	Year D	ata		2009
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2002	2003	2004	2005	2006	2007	2008	thru 03/31
Appointment/Hire	3	2	1	1	0	5	6	5
Assignment of Duties	1	4	5	4	2	4	0	1
Awards	4	2	1	1	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0	1	0
	Disci	plinary	Actio	n				
Demotion	2	0	0	0	0	5	0	0
Reprimand	3	1	1	0	0	1	0	0
Removal	1	0	1	0	2	1	1	1
Suspension	0	2	0	2	0	0	1	0
Other	0	0	1	1	0	0	0	0
Duty Hours	1	0	0	0	2	0	0	0
Evaluation Appraisal	6	7	9	2	1	11	11	3
Examination/Test	0	0	1	0	0	0	0	0
	H	larassn	nent					
Non-Sexual	18	13	12	11	6	8	14	0
Sexual	1	1	0	0	0	0	1	0

<b>Complaints by</b>			Compa	rative	Data (S	Sec. 16	14.705)	)	
1614.704	(e)		Pro	evious ]	Fiscal '	Year D	ata		2009
Note: Complaints of alleging multiple is sum of the issues mutotal complaints fil	ssues. The ay not equal	2002	2003	2004	2005	2006	2007	2008	thru 03/31
Medical Examinati	on	0	0	0	0	0	0	0	0
Pay (Including Ove	ertime)	2	2	0	0	0	2	3	2
Promotion/Non-Se	lection	16	8	4	4	3	4	29	4
		Re	eassign	ment					
Denied		2	3	1	0	0	0	0	0
Directed		1	2	1	2	2	0	0	1
Reasonable Accom	modation	7	3	3	1	2	7	7	1
Reinstatement		0	0	0	0	0	0	0	0
Retirement		1	1	0	0	0	2	1	1
Termination		3	0	0	0	0	5	6	6
Terms/Conditions of Employment	of	10	5	9	9	6	13	9	1
Time and Attendar	ice	0	1	3	1	0	0	0	0
Training		1	1	1	2	0	0	8	0
Other		0	12	3	2	7	6	2	5
Processing Time		Compa	rative 1	Data (S	Sec. 161	( <b>4.705</b> )			2009 thru
Sec. 1614.704(f)		Pre	vious I	Fiscal Y	ear Da	ata			03/31

	2002	2003	2004	2005	2006	2007	2008	
Complaints pending (for any length of time) during fiscal year								
Average number of days in investigation stage	248.47	241.76	144.70	152.61	180.83	109.91	172.17	215.54
Average number of days in final action stage	96.81	132.60	156.84	155.63	174.69	128.75	144.75	223.81
Complaints pending (for any length of time) during fiscal year where hearing was requested								
Average number of days in investigation stage	300.95	292.94	331.73	222.42	204.80	196.20	207.73	105.67
Average number of days in final action stage	89.90	78.67	96.60	42.08	98.40	37.00	135.50	38.75
Complaints pending (for any length of time) during fiscal year where hearing was not requested								
Average number of days in investigation stage	312.68	372.95	241.87	196.06	181.55	75.13	167.79	225.84

Processing Time				Con	ıpara	ıtive	: Da	ata (S	ec. 1	1614	4.7	<b>/05</b> )								
Sec. 1614.704(f)				J	Previ	ous	Fis	scal Y	ear i	Daí	ta									
the average length of time it has taken an agency to complete, respectively, investigation and final action for:		002	20	003	200	)4	2	2005	20	)06		200	)7	2008	20 th 03/					
Average number of days in final action stage	10	)5.44	151	1.68	196.	.13	23	31.33	208	3.91		212.	.58	137.86	285	5.50				
Complaints Dismissed by				Co				Data ( Fiscal					5)		20 th	09 ru				
Agency		200	)2	200		2004		2005	1	200		20	07	2008	03/	/31				
Total Complaints Dismissed by Agency		9		2	4	4		3	4	1		1		1		1				
Average days pending prior to dismissal		376.	.30	238.	.00 8	82.00	0	119.0	00 7	74.7	'5	51.	.00	140.00	243	3.00				
Complaints Withdrawn by Complainants																				
Total complaints Withdrawn by Complainants		4		5	1	10		4	2	2		1		2		2				
Total Final Actions						Co	mj	parati	ive Γ	)ata	a (!	Sec.	161	14.705)						2
Finding Discrimination		2002	<u> </u>		2002		<b>P</b>	Previo					r Da			20		20		t 0
(Sec.	#	2002	$\frac{1}{1}$	#	2003		#	200	)4    %			005 %	#	2006	#	20	07 %	20  #	008 %	#
Total Number	1			1			1				0		1	, •	0			0	, •	0

Total Final Actions						Compa							5)			
Finding Discrimination		2002		200		Pro	evio 200			Yea 005	r Da	ata 2006			20	07
(Sec. 1614.704(i))	#	%			%	#		~ %	#	%	#	%		#		%
Findings	,,	/ •		''	, •	"		, •	"	70	,,		,	''		7.0
Without Hearing	0			0		0			0		0			0		
With Hearing	1	100.00	)%	1 100	0.00%	6 1	100	.00%	0		1	100.0	00%	0	10	0.00
Findings of		1		Com	para	tive D	ata	(Sec.	161	4.705	5)			1	21	009
Discrimination Rendered by				P	revi	ous Fi	scal	Year	r <b>D</b> a	ıta					tł	ıru
Basis		2002		2003	2	2004	20	005	2	2006		2007	20	008	03	3/31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	# <b>%</b>	#	%	#	%
Total Number Findings	1		1		1		0		1		(	0	0		0	
Race			1	100%												
Color																
Religion																
Reprisal																
Sex			1	100%	1	100%										
National Origin					1	100%										
Equal Pay Act																
Age			1	100%												

t 

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# %

Findings of				Comp	para	ative Da	ata (	(Sec.	16	14.705)					20	009
Discrimination Rendered by				P	rev	ious Fis	cal	Yea	r D	ata					tł	ru 8/31
Basis		2002		2003		2004	20	005		2006	20	007	20	008	US	731
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Disability	1	100%							1	100%						
Non-EEO																
Findings After Hearing	1		1		1		0		1		0		0		0	
Race			1	100%												
Color																
Religion																
Reprisal																
Sex			1	100%	1	100%										
National Origin					1	100%										
Equal Pay Act																
Age			1	100%												
Disability									1	100%						
Non-EEO																
Findings Without Hearing	0		0		0		0		0		0		0		0	
Race																

Findings of				Com	para	tive D	ata	(Sec.	. 161	14.705)					20	009
Discrimination Rendered by				1	Previ	ous Fi	scal	Yea	r Da	ata					tł	ıru 8/31
Basis	2	2002	2	2003	2	2004	20	005	2	2006	20	007	20	008	US	/31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Color																
Religion																
Reprisal			Ħ													
Sex																
National Origin																
Equal Pay Act																
Age																
Disability																
Non-EEO																
				Co	mpa	rative	Dat	a (S	ec. 1	614.70	5)					200
Findings of					Pre	vious	Fisc	al V	ear	Data						200

				Com	para	ative D	ata	(Sec.	16	14.705)						
Findings of				I	Previ	ious Fi	scal	Yea	r D	ata						009 1ru
Discrimination Rendered by		2002		2003		2004	20	005		2006	20	007	20	008	03	3/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		0		1		0		0		0	
Appointment/Hire																
Assignment of Duties																

				Com	para	ative D	ata (	(Sec.	16	14.705)						
Findings of				P	rev	ious Fi	scal	Yea	r D	ata					1	)09 1ru
Discrimination Rendered by	2	002		2003		2004	20	005		2006	20	007	20	008	03	3/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Awards									1	100%						
Conversion to Full-time																
				Disc	cipli	nary A	ctio	n								
Demotion																
Reprimand																
Suspension																
Removal																
Other																
Duty Hours																
Evaluation Appraisal																
Examination/Test																
					Har	assme	nt									
Non-Sexual																
Sexual																
Medical Examination																
Pay (Including Overtime)																
Promotion/Non- Selection			1	100%												
				I	Reas	signmo	ent									
Denied																

				Com	para	ative Da	ata (	(Sec.	16	14.705)						
Findings of				]	Prev	ious Fis	cal	Yea	r D	ata						)09 iru
Discrimination Rendered by		2002		2003		2004	20	005		2006	20	007	20	008	03	/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Directed																
Reasonable Accommodation	1	100%														
Reinstatement																
Retirement																
Termination																
Terms/Conditions of Employment					1	100%										
Time and Attendance																
Training																
Other																
Findings After Hearing	1		1		1		0		1		0		0		0	
Appointment/Hire																
Assignment of Duties																
Awards									1	100%						
Conversion to Full-time																
				Dis	cipli	inary A	ctio	n								
Reprimand																
Suspension																
Removal																
Other																

				Com	par	ative Da	ıta (	(Sec.	16	14.705)						
Findings of				P	rev	ious Fis	cal	Yea	r D	ata					1	)09 iru
Discrimination Rendered by	2	2002		2003		2004	20	005		2006	20	007	20	008	03	/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Duty Hours																
Evaluation Appraisal																
Examination/Test																
					Hai	rassmen	ıt									
Non-Sexual																
Sexual																
Medical Examination																
Pay (Including Overtime)																
Promotion/Non- Selection			1	100%												
			-	F	Reas	ssignme	nt									
Denied																
Directed																
Reasonable Accommodation					1	100%										
Reinstatement																
Retirement																
Termination																
Terms/Conditions of Employment	1	100%														
Time and Attendance																

	Comparative Data (Sec. 1614.705)  Previous Fiscal Year Data															
Findings of													2009 thru			
Discrimination Rendered by Issue	2002		2003		2004		2005		2006		2007		2008		03/31	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Training																
Other																
Findings Without Hearing	0		0		0		0		0		0		0		0	
Appointment/Hire																
Assignment of Duties																
Awards																
Conversion to Full-time																
				Dis	cipli	nary A	ctio	n								
Reprimand																
Suspension																
Removal																
Other																
Duty Hours																
Evaluation Appraisal																
Examination/Test																
					Har	assme	nt									
Non-Sexual																
Sexual																
Medical Examination																

				Com	para	tive D	ata	(Sec.	16	14.705)						
Findings of	Previous Fiscal Year Data													2009 thru		
Discrimination Rendered by Issue	2002		2003		2004		2005		2006		2007		2008		03/31	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Pay (Including Overtime)																
Promotion/Non- Selection																
			-	]	Reas	signm	ent									
Denied																
Directed																
Reasonable Accommodation																
Reinstatement																
Retirement																
Termination																
Terms/Conditions of Employment																
Time and Attendance																
Training																
Other																

Pending Complaints Filed in	Comparative Data (Sec. 1614.705)									
Previous Fiscal Years by Status (Sec. 1614.704(k))	Previous Fiscal Year Data									
Status (Sec. 1014.704(k))	2002	2003	2004	2005	2006	2007	2008			
Total complaints from previous Fiscal Years	63	60	56	36	24	15	27	50		
Total Complainants	57	53	53	32	24	15	24	40		

Number complaints pending

Pending Complaints Filed in	Comparative Data (Sec. 1614.705)									
Previous Fiscal Years by Status (Sec. 1614.704(k))	Previous Fiscal Year Data									
Status (Sec. 1014.704(R))	2002	2003	2004	2005	2006	2007	2008			
Investigation	33	25	10	6	8	4	11	19		
Hearing	30	12	20	16	9	5	9	15		
Final Agency Action	0	20	15	10	10	6	7	16		
Appeal with EEOC Office of Federal Operations	*	*	6	8	7	7	5	5		

<sup>\*</sup>Column corrected by 2 complaints that were settled during FY 2008 at the hearing stage but were not inputted into the complaint data-base.

Complaint Investigations	Comparative Data (Sec. 1614.705)  Previous Fiscal Year Data								
	2002	2003	2004	2005	2006	2007	2008	03/31	
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	4	