

# 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

Complaint Activity Sec. 1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)							2009 Thru 06/30
	Previous Fiscal Year Data							
	2002	2003	2004	2005	2006	2007	2008	
Number of Complaints Filed	46	39	33	26	21	28	37	26
Number of Complainants	43	38	30	26	19	23	36	24
Repeat Filers	2	1	3	0	2	3	1	2
Complaints by Basis Sec. 1614.704 (d)	Comparative Data (Sec. 1614.705)							2009 thru 06/30
	Previous Fiscal Year Data							
	2002	2003	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>								
Race	19	12	13	11	7	6	24	9
Color	1	0	1	1	1	0	1	4
Religion	8	0	2	0	1	0	1	0
Reprisal	24	24	23	14	12	21	20	17
Sex	17	16	13	7	3	11	20	14
National Origin	6	6	4	6	3	7	4	7
Equal Pay Act	0	0	0	0	0	1	0	1
Age	9	12	8	9	7	5	12	11
Disability	12	8	9	5	4	22	15	10

<b>Complaints by Basis Sec. 1614.704 (d)</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009 thru 06/30</b>
	<b>Previous Fiscal Year Data</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Non-EEO basis	0	0	0	0	0	0	0	<b>0</b>
<b>Complaints by Issue Sec. 1614.704 (e)</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009 thru 06/30</b>
	<b>Previous Fiscal Year Data</b>							
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Appointment/Hire	3	2	1	1	0	5	6	<b>9</b>
Assignment of Duties	1	4	5	4	2	4	0	<b>1</b>
Awards	4	2	1	1	0	1	1	<b>0</b>
Conversion to Full-time	0	0	0	0	0	0	1	<b>0</b>
<b>Disciplinary Action</b>								
Demotion	2	0	0	0	0	5	0	<b>0</b>
Reprimand	3	1	1	0	0	1	0	<b>2</b>
Removal	1	0	1	0	2	1	1	<b>6</b>
Suspension	0	2	0	2	0	0	1	<b>0</b>
Other	0	0	1	1	0	0	0	<b>0</b>
Duty Hours	1	0	0	0	2	0	0	<b>0</b>
Evaluation Appraisal	6	7	9	2	1	11	11	<b>4</b>
Examination/Test	0	0	1	0	0	0	0	<b>0</b>
<b>Harassment</b>								
Non-Sexual	18	13	12	11	6	8	14	<b>3</b>
Sexual	1	1	0	0	0	0	1	<b>0</b>

<b>Complaints by Issue Sec. 1614.704 (e)</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009 thru 06/30</b>
	<b>Previous Fiscal Year Data</b>							
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Medical Examination	0	0	0	0	0	0	0	<b>0</b>
Pay (Including Overtime)	2	2	0	0	0	2	3	<b>2</b>
Promotion/Non-Selection	16	8	4	4	3	4	29	<b>13</b>
<b>Reassignment</b>								
Denied	2	3	1	0	0	0	0	<b>0</b>
Directed	1	2	1	2	2	0	0	<b>1</b>
Reasonable Accommodation	7	3	3	1	2	7	7	<b>3</b>
Reinstatement	0	0	0	0	0	0	0	<b>0</b>
Retirement	1	1	0	0	0	2	1	<b>1</b>
Termination	3	0	0	0	0	5	6	<b>7</b>
Terms/Conditions of Employment	10	5	9	9	6	13	9	<b>7</b>
Time and Attendance	0	1	3	1	0	0	0	<b>1</b>
Training	1	1	1	2	0	0	8	<b>5</b>
Other	0	12	3	2	7	6	2	<b>6</b>
<b>Processing Time</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009 thru 06/30</b>
<b>Sec. 1614.704(f)</b>	<b>Previous Fiscal Year Data</b>							

	2002	2003	2004	2005	2006	2007	2008	
<b>Complaints pending (for any length of time) during fiscal year</b>								
Average number of days in investigation stage	248.47	241.76	144.70	152.61	180.83	109.91	172.17	<b>210.70</b>
Average number of days in final action stage	96.81	132.60	156.84	155.63	174.69	128.75	144.75	<b>154.36</b>
<b>Complaints pending (for any length of time) during fiscal year where hearing was requested</b>								
Average number of days in investigation stage	300.95	292.94	331.73	222.42	204.80	196.20	204.73	<b>169.38</b>
Average number of days in final action stage	89.90	78.67	96.60	42.08	98.40	37.00	135.50	<b>48.33</b>
<b>Complaints pending (for any length of time) during fiscal year where hearing was not requested</b>								
Average number of days in investigation stage	312.68	372.95	241.87	196.06	181.55	75.13	167.79	<b>286.19</b>

<b>Processing Time</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009 thru 06/30</b>
<b>Sec. 1614.704(f) the average length of time it has taken an agency to complete, respectively, investigation and final action for:</b>	<b>Previous Fiscal Year Data</b>							
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Average number of days in final action stage	105.44	151.68	196.13	231.33	208.91	212.58	137.86	<b>186.62</b>

<b>Complaints Dismissed by Agency</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009 thru 06/30</b>
	<b>Previous Fiscal Year Data</b>							
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Total Complaints Dismissed by Agency	9	2	4	3	4	1	1	<b>3</b>
Average days pending prior to dismissal	376.30	238.00	82.00	119.00	74.75	51.00	140.00	<b>121.33</b>
<b>Complaints Withdrawn by Complainants</b>								
Total complaints Withdrawn by Complainants	4	5	10	4	2	1	2	<b>4</b>

<b>Total Final Actions Finding Discrimination (Sec. 1614.704(i))</b>	<b>Comparative Data (Sec. 1614.705)</b>														<b>2 t 0</b>
	<b>Previous Fiscal Year Data</b>														
	<b>2002</b>		<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</b>		
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
Total Number	1		1		1		0		1		0		0		<b>0</b>

















Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)														2009 thru 06/30	
	Previous Fiscal Year Data															
	2002		2003		2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Pay (Including Overtime)																
Promotion/Non-Selection																
<b>Reassignment</b>																
Denied																
Directed																
Reasonable Accommodation																
Reinstatement																
Retirement																
Termination																
Terms/Conditions of Employment																
Time and Attendance																
Training																
Other																
<b>Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))</b>	<b>Comparative Data (Sec. 1614.705)</b>														<b>2009*</b>	
	<b>Previous Fiscal Year Data</b>															
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>									
Total complaints from previous Fiscal Years	63	60	56	36	24	15	27	<b>50</b>								
Total Complainants	57	53	53	32	24	15	24	<b>40</b>								
<b>Number complaints pending</b>																

<b>Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009*</b>
	<b>Previous Fiscal Year Data</b>							
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Investigation	33	25	10	6	8	4	11	<b>19</b>
Hearing	30	12	20	16	9	5	9	<b>15</b>
Final Agency Action	0	20	15	10	10	6	7	<b>16</b>
Appeal with EEOC Office of Federal Operations	*	*	6	8	7	7	5	<b>5</b>

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

<b>Complaint Investigations</b>	<b>Comparative Data (Sec. 1614.705)</b>							<b>2009 thru 06/30</b>
	<b>Previous Fiscal Year Data</b>							
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	<b>7</b>