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 Department of Health and Human Services

Centers for Medicare & Medicaid Services
For 2nd Quarter Period Ending March 31, 2008 Date Last Updated: January 25, 2008

		Com	Comparative Data									
Complaint Activity		Previous Fiscal Year Data										
	2003	2004	2005	2006	2007	03-31						
Number of Complaints Filed	18	29	37	23	29	19						
Number of Complainants	18	29	31	22	27	19						
Reneat Filers	0	0	4	1	2	0						

Complaints by Basis		Com	parative l	Data						
Complaints by Basis		Previous Fiscal Year Data								
Note: Complaints can be filed	2003	2004	2005	2006	2007	03-31				
Race	18	21	20	12	14	8				
Color	3	1	1	4	4	0				
Religion	1	3	3	0	3	0				
Reprisal	2	11	25	14	12	8				
Sex	9	13	19	9	12	8				
National Origin	1	2	0	1	1	1				
Equal Pay Act	0	1	1	0	0	1				
Age	8	10	19	12	16	9				
Disability	3	8	5	5	5	4				
Non-EEO	0	0	0	0	0	0				

Complaints by Issue			parative I			
complaints by issue		Previous	Fiscal Ye	ear Data		2008 Thru
Note: Complaints can be filed	2003	2004	2005	2006	2007	03-31
Appointment/Hire	0	1	2	1	0	1
Assignment of Duties	7	4	8	6	6	0
Awards	2	1	5	3	4	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	1
Reprimand	0	2	3	0	4	0
Removal	0	0	0	0	0	0
Suspension	1	0	0	1	0	0
Other	0	0	0	2	2	2
Duty Hours	0	1	0	0	0	0
Evaluation Appraisal	1	1	2	3	2	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	3	12	10	12	9
Sexual	0	0	0	0	0	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	1	1	0	1
Promotion/Non-Selection	10	16	13	7	18	2
Reassignment		•	•	<u> </u>	•	•
Denied	0	0	3	1	2	0
Directed	0	2	4	1	1	0
Reasonable Accommodation	1	4	2	2	3	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	2	4	6	1	1	0
Terms/Conditions of Employment	0	0	6	2	2	2
Time and Attendance	1	1	3	2	2	0
Training	2	2	0	3	1	2
Other	0	1	0	0	1	0

		Com	parative I	Data		
Processing Time		Previous	Fiscal Ye	ear Data		2008 Thru
	2003	2004	2005	2006	2007	03-31
Complaints pending during fiscal year						
Average number of days in investigation stage	N/A	100	89	89	112	116.5
Average number of days in final action stage	N/A	55	47	133	177	66
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	N/A	104	94	88	111	0
Average number of days in final action stage	N/A	27	26	34	26.5	23.33
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	N/A	99	86	89	115	116.5
Average number of days in final action stage	N/A	99	74	197	478	108.67

			oarative I			2008 Thru
Complaints Dismissed by Agency	2003	2004	2005	2006	2007	03-31
Total complaints dismissed by Agency						
	2	2	5	2	6	0
Average days pending prior to dismissal	12	10	16	240	42	65
Complaints Withdrawn by Complainants						
Total complaints withdrawn by complainants	1	8	5	4	2	1

		Comparative Data Previous Fiscal Year Data										
Total Final Actions Finding												
Discrimination	20	003	20	04	2005		2006		20	07	2008 Th	ru 03-31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		2		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	2	100	0	0	0	0

<u></u>												
Findings of Discrimination					Compar	ative Data						
Rendered by Basis		Previous Fiscal Year Data										
Note: Complaints can be filed												
alleging multiple bases. The sum	20	2003 2004 2005 2006 2007 20										ru 03-31
of the bases may not equal total	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		2		0		0	
Race	0	0	0	0	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

Disability	0	0	0	0	0	0	1	100	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Race	0	0	0	0	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination												
Rendered by Issue	20	003	20	004		scal Year Da 2005		06 2007		2008 Th	ru 03-31	
Rendered by 193de	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	100	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0	2	100	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	100	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
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Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
							0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0				0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0			
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in			parative I			2008 Thru 03-31	
Previous Fiscal Years by Status	2003	2004	2005	2006	2007		
Total complaints from previous fiscal							
years	10	3	10	7	12	27	
Total complainants							
	10	3	10	7	11	26	
Number Complaints Pending							
Investigation	0	0	0	0	0	0	
ROI issued, pending							
Complainant's action	0	0	0	0	0	1	
Hearing	10	2	3	7	3	14	
Final Action	0	0	5	0	1	1	
Appeal with EEOC Office of							
Federal Operations	N/A	1	2	0	8	8	

N/A denotes data not available for CMS in that category.

		Comparative Data Previous Fiscal Year Data									
Complaint Investigations		03-31									
	2003	2004	2005	2006	2007	03-31					
Pending complaints where											
investigation exceeds required time											
frames	0	0	0	0	0	0					