

# Equal Employment Opportunity Data Posted

## Pursuant to the No Fear Act:

### Office of Surface Mining: OSM

For 3rd Quarter 2008 for period ending June 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	0	2	4	6	4	<u>1</u>
Number of Complainants	0	2	4	6	4	1
Repeat Filers	0	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	0	2	1	1	2	<u>1</u>
Color	0	0	0	0	0	<u>0</u>
Religion	0	0	0	0	0	<u>0</u>
Reprisal	0	2	1	1	1	<u>1</u>

Sex	0	0	2	3	3	<u>0</u>
National Origin	0	0	1	3	0	<u>0</u>
Equal Pay Act	0	0	1	1	0	<u>0</u>
Age	0	0	1	4	1	<u>1</u>
Disability	0	0	1	0	0	<u>0</u>
Non-EEO	0	0	0	0	0	<u>0</u>
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Appointment/Hire	0	0	2	0	2	<u>0</u>
Assignment of Duties	0	0	0	0	1	<u>0</u>
Awards	0	0	0	0	0	<u>0</u>
Conversion to Full-time	0	0	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	<u>0</u>
Reprimand	0	0	0	0	1	<u>0</u>
Suspension	0	0	0	0	0	<u>0</u>
Removal	0	0	0	0	0	<u>0</u>
Other	0	0	0	0	0	<u>0</u>
Duty Hours	0	0	0	0	0	<u>0</u>
Evaluation Appraisal	0	0	0	0	0	<u>0</u>
Examination/Test	0	0	0	0	0	<u>0</u>
<b>Harassment</b>						
Non-Sexual	0	1	0	1	1	<u>0</u>

Sexual	0	0	0	0	0	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	0	0	0	0	0	<u>0</u>
Promotion/Non-Selection	0	0	1	5	1	<u>0</u>
<b>Reassignment</b>						
Denied	0	0	0	0	0	<u>0</u>
Directed	0	0	0	0	0	<u>1</u>
Reasonable Accommodation	0	0	1	0	0	<u>0</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Retirement	0	0	0	0	0	<u>0</u>
Termination	0	0	0	0	0	<u>0</u>
Terms/Conditions of Employment	0	0	0	0	0	<u>0</u>
Time and Attendance	0	0	0	0	0	<u>0</u>
Training	0	0	0	0	0	<u>0</u>
Other	0	1	1	0	0	<u>0</u>
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Complaints pending during fiscal year						
Average number of days in investigation	0	0	0	149.67	141.00	168.75
Average number of days in final action	0	0	40.00	148.00	26.50	353.75
Complaint pending during fiscal year						

where hearing was requested						
Average number of days in investigation	0	0	0	189.00	0	0
Average number of days in final action	0	0	0	0	26.50	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	0	0	0	130.00	141.00	168.75
Average number of days in final action	0	0	40.00	148.00	0	353.75
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	
Total Complaints Dismissed by Agency	1	0	1	2	3	<u>0</u>
Average days pending prior to dismissal	0	0	263	248	1296	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	0	0	0	2	<u>0</u>
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2008Thru06-30</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
With Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2008Thru06-30</b>	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>2003</b>		<b>2004</b>		<b>2005</b>		<b>2006</b>		<b>2007</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0













Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2008Thru06-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>							
Total complaints from previous Fiscal Years	1	0	2	4	8	<u>6</u>						
Total Complainants	0	0	0	0	3	1						
<b>Number complaints pending</b>												
Investigation	0	0	0	0	0	<u>0</u>						
ROI issued, pending Complainant's action	0	0	0	0	0	<u>0</u>						
Hearing	0	0	0	0	0	<u>0</u>						
Final Agency Action	0	0	0	0	0	<u>0</u>						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>0</u>						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2008Thru06-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	<u>0</u>						

