

Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act:

U.S. Geological Survey: USGS

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	5	13	11	23	14	10
Number of Complainants	5	13	11	23	14	10
Repeat Filers	0	0	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	1	5	1	5	3	3
Color	1	3	1	1	1	1
Religion	1	1	1	0	1	0
Reprisal	3	7	4	12	6	5

Sex	3	5	4	8	5	<u>3</u>
National Origin	0	1	2	4	2	<u>1</u>
Equal Pay Act	0	1	0	0	0	<u>0</u>
Age	1	3	1	11	4	<u>3</u>
Disability	2	3	2	3	4	<u>4</u>
Non-EEO	0	0	0	0	0	<u>0</u>
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	0	0	0	1	1	<u>0</u>
Assignment of Duties	1	1	1	2	1	<u>2</u>
Awards	0	1	0	3	1	<u>0</u>
Conversion to Full-time	0	1	0	0	0	<u>0</u>
Disciplinary Action						
Demotion	0	0	0	0	0	<u>1</u>
Reprimand	0	0	1	1	2	<u>1</u>
Suspension	0	1	0	1	2	<u>1</u>
Removal	1	0	0	0	0	<u>1</u>
Other	0	0	0	0	0	<u>0</u>
Duty Hours	0	0	0	0	1	<u>0</u>
Evaluation Appraisal	1	0	0	2	3	<u>5</u>
Examination/Test	0	0	0	0	0	<u>0</u>
Harassment						
Non-Sexual	4	6	4	12	9	<u>5</u>

Sexual	0	0	2	0	1	<u>0</u>
Medical Examination	0	0	0	0	0	<u>0</u>
Pay (Including Overtime)	0	0	2	0	1	<u>0</u>
Promotion/Non-Selection	2	7	3	10	1	<u>3</u>
Reassignment						
Denied	0	0	0	0	0	<u>0</u>
Directed	0	0	0	1	1	<u>0</u>
Reasonable Accommodation	0	0	1	1	1	<u>2</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Retirement	0	0	0	0	1	<u>0</u>
Termination	1	1	1	2	3	<u>0</u>
Terms/Conditions of Employment	0	2	1	1	0	<u>1</u>
Time and Attendance	0	0	0	3	3	<u>0</u>
Training	0	1	1	1	2	<u>0</u>
Other	0	0	0	1	0	<u>0</u>
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	214.00	228.83	215.38	182.39	178.18	167.75
Average number of days in final	0	0	146.60	114.75	179.80	72.80

action						
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	214.67	204.00	225.40	169.00	0	0
Average number of days in final action	0	0	33.00	22.75	34.50	1.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	212.00	241.25	209.12	184.06	178.18	167.75
Average number of days in final action	0	0	175.00	160.75	232.64	90.75
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	0	2	1	0	<u>3</u>
Average days pending prior to dismissal	0	0	50	384	0	74

Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		0	0	0	0	1	1						<u>2</u>
Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2008Thru06-30		
	2003		2004		2005		2006		2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		0		0		0		0		2		0	
Without Hearing		0	0	0	0	0	0	0	0	1	50	<u>0</u>	0
With Hearing		0	0	0	0	0	0	0	0	1	50	<u>0</u>	0
Findings of Discrimination Rendered 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 and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		0		0		0		0		2		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	2	100		<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
Findings After Hearing	0		0		0		0		1		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	1	100	<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
Findings Without Hearing	0		0		0		0		1		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	1	100	<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

Medical Examination	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	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	1	100	<u>0</u>	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2008Thru06-30						
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years	1	6	19	14	20	<u>14</u>						
Total Complainants	1	6	6	4	3	5						
Number complaints pending												
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	3	2	1	0	<u>3</u>
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	<u>0</u>
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	0	2	0	3	0	<u>1</u>