

No FEAR Act Data on Complaint Activity
FY 2004 - FY 2008

ITEM	Fiscal Year 2004	Fiscal Year 2005	Fiscal Year 2006	Fiscal Year 2007	Fiscal Year 2008 1st Quarter	Fiscal Year 2008 2nd Quarter
Number of complaints filed during Fiscal Year	23	40	38	34	10	10
Number of individuals who filed complaints	23	39	37	34	10	10
Number of individuals filing 2 or more complaints	0	1	1	0	0	0
BASIS						
ITEM	Fiscal Year 2004	Fiscal Year 2005	Fiscal Year 2006	Fiscal Year 2007	Fiscal Year 2008	Fiscal Year 2008 2nd Quarter
Black	8	5	18	15	7	3
White	2	2	13	2	2	1
Hispanic	0	0	4	1	0	0
Asian	0	0	0	0	1	0
American Indian	0	1	0	0	0	0
Color	0	0	1	9	4	2
Other	1	0	1	3	2	5
Religion	4	2	5	1	0	1
Age	11	12	15	14	6	1
Disability (Physical)	6	4	16	6	4	2
Disability (Mental)	1	1	5	1	0	0
Sex (male)	3	4	4	6	2	1
Sex (female)	2	5	5	11	7	3
Retaliation	10	15	26	17	3	7
ISSUES RAISED IN COMPLAINT						
Item						
Appointment/Hire	1	2	2	3	0	3
Assignment Of Duties	2	4	5	6	0	3
Awards	0	0	2	6	0	1
Demotion	0	0	0	0	0	0
Reprimand	0	1	2	1	0	2
Suspension	0	0	0	1	0	0
Removed	0	0	0	0	0	0
Other (Hostile Work Environment)	0	0	0	9	1	0

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Duty Hours	0	1	2	0	0	0
Equal Pay Act	0	0	0	0	0	0
Evaluation	5	4	5	9	1	4
Harassment (non-sexual)	2	4	19	12	7	5
Harassment (sexual)	1	1	1	1	0	1
Promotion	0	4	5	7	5	0
Reassignment Denied	0	0	1	5	0	0
Reassignment Directed	4	1	2	0	0	2
Termination	4	7	14	8	2	1
Terms & Conditions	6	0	2	9	0	0
Time & Attendance	0	0	3	4	2	1
Training	0	0	3	3	1	1
Reasonable Accommodation	0	0	3	0	1	1
Other	0	1	2	5	0	0
ITEM						
1) Complaints with Accept/Investigations	19	33	29	50	3	13
2) Complaints with Final Agency Decisions (not including Dismissals)	25	25	20	39	0	6
3) Complaints without request for hearing	14	12	12	28	1	2
4) Complaints with hearing	11	13	8	11	2	8
Final Actions Involving Discrimination						
1) Final Actions with finding of discrimination	4 (100%)	0	0	0	0	0
2) Final Actions with hearing	4 (100%)	0	0	0	0	0
3) Final Actions without a hearing	0%	0	0	0	0	0
Findings of Discrimination By Basis						
1) with hearing	0	0	0	0	0	0
2) without hearing	0	0	0	0	0	0

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Findings of Discrimination by Issues:						
1) with hearing	4	0	0	0	0	0
2) without hearing	0	0	0	0	0	0
Number of Pending complaints filed in prior Fiscal Year:						
1) complaints filed before the start of current FY	45	40	64	50	43	48
2) individuals filed in earlier years	45	40	64	50	43	48
Number of Pending Complaints:						
1) Counseling	40	55	75	71	4	4
2) Investigation	19	33	26	29	20	17
3) Hearing	15	12	17	10	8	18
4) Final Agency Action	5	4	11	11	1	3
5) Appeals	†	†	6	12	0	1
Complaints in investigative step beyond 180 days						
Number of pending complaints in investigative step for more than 180 days	2	31	14	17	18	8