

EEO/NO FEAR ACT Statistical Report

Department of Education Employment Discrimination Complaint Statistics as required by Title III of the (No Fear Act) Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002.

	2000	2001	2002	2003	2004	2005	2006 1 st Qtr	2006 2 nd Qtr	2006 3 rd Qtr
Number of Complaints	68	50	45	41	49*	79	94		
Number of Filers	23	18	29	27	38	76	15		
Number of Repeat Filers					18	20	8		
Basis of Complaint									
Race	14	11	15	10	24	32	5		
a. American Indian/Alaskan Native						0	0		
b. Asian Pacific Islander						2	1		
c. Black						26	4		
d. White						4	0		
Color	0	0	0	8	8	7	1		
Religion	0	2	2	1	0	4	0		
National Origin	1	4	4	13	3	3	0		
a. Hispanic						1	0		
b. Other						2	0		
Sex	16	8	13	13	11	34	4		
a. Male						15	1		
b. Female						19	3		
Disability	5	1	11	7	9	28	1		
a. Mental						5	1		
b. Physical						23	0		
Age	29	1	3	5	6	31	3		
Reprisal	8	7	17	18	16	31	11		
Equal Pay Act						6	0		
a. Male						1	0		
b. Female						5	0		
Issue of Complaint									
Appointment/Hire	0	1	1	0	0	2	0		
Assignment of Duties	4	3	3	5	5	25	4		
Awards	9	2	3	6	3	9	1		
Conversion to Full Time	0	0	0	0	0	0	0		
Disciplinary Actions	6	4	9	2	3	8	3		
a. Demotion						0	0		
b. Reprimand						2	0		
c. Suspension						2	3		

d. Removal						1	0		
e. Other						3	0		
Duty Hours	0	0	1	5	0	2	1		
Evaluation/Appraisal	2	2	5	5	11	15	5		
Examination/Test	0	0	0	0	0	0	0		
Harassment (sexual)	0	0	0	0	1	1	0		
Harassment (non-sexual)	5	5	7	5	9	25	3		
Medical Examination	0	0	0	0	0	0	0		
Pay	3	0	2	0	1	3	0		
Promotion/Non-selection	18	11	13	2	18	23	0		
Reassignment (denied)	2	0	5	3	3	10	0		
Reassignment (directed)	0	0	2	0	2	9	2		
Reasonable Accommodation	4	1	8	5	5	4	2		
Reinstatement	4	0	0	0	0	0	0		
Retirement	0	1	0	0	0	4	0		
Termination	0	0	4	1	0	0	0		
Terms/Conditions of Employment	4	0	4	6	6	31	3		
Time & Attendance	2	1	5	5	2	2	1		
Training	5	2	3	3	4	6	1		
Other	0	6	0	5	15	12	1		
a. Hostile Work Environment							1		
b. Invasion of Privacy									
c. Injury									
d. Threat									
e. Denial of Equal Access to Repayment of Federal Student Loan Program									
f. IPD									
Processing Time									
Average Length of Time for Each Step in the Process									
Investigation	194.3	259.52	233.92	197.33	193.72	211.54	218.08		
Final Agency Decision Final Agency Action (AJ decisions)	1079.70	774.13	784.90	944.13	621.11	453.33 634.2	412 560		
Number of Complaints Dismissed and the Average Time They Were Pending When Dismissed	5, 615.40	4, 572.8	6, 696.17	6, 349.50	2 239.5	0	1 273		
Final Agency Actions Involving Discrimination (FADs and AJ decisions)	0	0	0	0	1	0	0		
Findings of Discrimination Sorted by Basis and Whether There was a	0	0	0	0	0	0	0		

Hearing									
Race (hearing)	0	0	0	0	0	0	0		
Race (no hearing)	0	0	0	0	0	0	0		
Color (hearing)	0	0	0	0	0	0	0		
Color (no hearing)	0	0	0	0	0	0	0		
Religion (hearing)	0	0	0	0	0	0	0		
Religion (no hearing)	0	0	0	0	0	0	0		
National Origin (hearing)	0	0	0	0	0	0	0		
National Origin (no hearing)	0	0	0	0	0	0	0		
Sex (hearing)	0	0	0	0	0	0	0		
Sex (no hearing)	0	0	0	0	0	0	0		
Disability (hearing)	0	0	0	0	1	0	0		
Disability (no hearing)	0	0	0	0	0	0	0		
Age (hearing)	0	0	0	0	0	0	0		
Age (no hearing)	0	0	0	0	0	0	0		
Reprisal (hearing)	0	0	0	0	1	0	0		
Reprisal (no hearing)	0	0	0	0	0	0	0		
Findings of Discrimination Sorted by Issue and Whether There was a Hearing	0	0	0	0	0	0	0		
Appointment/Hire (hearing)	0	0	0	0	0	0	0		
Appointment/Hire (no hearing)	0	0	0	0	0	0	0		
Assignment of Duties (hearing)	0	0	0	0	0	0	0		
Assignment of Duties (no hearing)	0	0	0	0	0	0	0		
Awards (hearing)	0	0	0	0	0	0	0		
Awards (no hearing)	0	0	0	0	0	0	0		
Conversion to Full Time (hearing)	0	0	0	0	0	0	0		
Conversion to Full Time (no hearing)	0	0	0	0	0	0	0		
Disciplinary Actions (hearing)	0	0	0	0	0	0	0		
Disciplinary Actions (no hearing)	0	0	0	0	0	0	0		
Duty Hours (hearing)	0	0	0	0	0	0	0		
Duty Hours (no hearing)	0	0	0	0	0	0	0		
Evaluation/Appraisal (hearing)	0	0	0	0	1	0	0		
Evaluation/Appraisal (no hearing)	0	0	0	0	0	0	0		
Examination/Test (hearing)	0	0	0	0	0	0	0		
Examination/Test (no hearing)	0	0	0	0	0	0	0		
Harassment (sexual) (hearing)	0	0	0	0	0	0	0		
Harassment (sexual) (no hearing)	0	0	0	0	0	0	0		
Harassment (non-sexual) (hearing)	0	0	0	0	0	0	0		
Harassment (non-sexual) (no hearing)	0	0	0	0	0	0	0		

Medical Examination (hearing)	0	0	0	0	0	0	0		
Medical Examination (no hearing)	0	0	0	0	0	0	0		
Pay (hearing) (no hearing)	0	0	0	0	0	0	0		
Pay (no hearing)	0	0	0	0	0	0	0		
Promotion/Non-selection (hearing)	0	0	0	0	0	0	0		
Promotion/Non-selection (no hearing)	0	0	1		0	0	0		
Reassignment (denied) (hearing)	0	0	0	0	0	0	0		
Reassignment (denied) (no hearing)	0	0	0	0	0	0	0		
Reassignment (directed) (hearing)	0	0	0	0	0	0	0		
Reassignment (directed) (no hearing)	0	0	0	0	0	0	0		
Reasonable Accommodation (hearing)	0	0	0	0	0	0	0		
Reasonable Accommodation (no hearing)	0	1	0	0	0	0	0		
Reinstatement (hearing)	0	0	0	0	0	0	0		
Reinstatement (no hearing)	0	0	0	0	0	0	0		
Retirement (hearing)	0	0	0	0	0	0	0		
Retirement (no hearing)	0	0	0	0	0	0	0		
Termination (hearing)	0	0	0	0	0	0	0		
Termination (no hearing)	0	0	0	0	0	0	0		
Terms/Conditions of Employment (hearing)	0	0	0	0	0	0	0		
Terms/Conditions of Employment (no hearing)	0	0	0	0	0	0	0		
Time & Attendance (hearing)	0	0	0	0	0	0	0		
Time & Attendance (no hearing)	0	0	0	0	0	0	0		
Training (hearing)	0	0	0	0	0	0	0		
Training (no hearing)	0	0	0	0	0	0	0		
Other (hearing)	0	0	0	0	1	0	0		
Other (no hearing)	0	0	0	0	0	0	0		
Number of Pending Complaints That Were Filed in Prior Fiscal Years	85	68	48	45	41	36	79		
Number of Individuals Who Filed Pending Complaints in Prior Fiscal Years							64		
Number of Complaints in Current Fiscal Year That Have Been in Investigative Phase for More Than 180 Days	15	15	8	16	5	5	0		