

"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."

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2009 thru 3/31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	161	145	123	126	133	48
Number of Amendments	22	45	55	13	13	3
Number of Complainants	121	128	117	112	114	48
Repeat Filers	21	13	4	10	14	0

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2009 thru 3/31
	2004	2005	2006	2007	2008	
Race	85	104	75	60	69	23
Color	30	53	32	22	35	8
Religion	5	4	8	8	7	3
Reprisal	101	142	103	71	88	27
Sex	65	55	49	42	58	16
National Origin	22	49	26	16	16	3
Equal Pay	0	5	0	2	0	0
Age	64	66	73	68	75	19
Disability	51	53	42	47	45	11
Non-EEO Basis	2	2	1	6	4	0

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2009 thru 3/31
	2004	2005	2006	2007	2008	
Appointment/Hire	4	5	1	1	0	0
Assignment of Duties	17	16	15	8	8	1
Awards	3	4	0	3	1	0
Conversion to Full-Time	1	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	1	0	0	0
Reprimand	5	4	3	4	2	0
Termination	8	9	12	7	15	7
Suspension	6	8	6	3	4	0
Other	5	4	4	2	3	2
Duty Hours	3	2	6	1	2	0
Equal Pay Act Violation	2	5	0	1	0	0
Evaluation/Appraisal	17	25	29	14	18	10
Examination/Test	0	1	1	1	0	0
Harrassment						
Nonsexual	40	59	33	24	22	6
Sexual	4	9	5	2	3	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	1	1	0	0
Performance Improvement Plan (PIP)	3	9	1	3	3	1
Promotion/Non-Selection	44	35	39	51	44	11
Reassignment						
Request Denied	3	2	2	0	1	0
Directed	3	7	5	5	4	0
Failure to Accommodate	23	16	5	12	7	4
Reinstatement	0	1	0	0	0	0
Retirement	0	1	1	0	0	0
Terms/Conditions of Employment	48	76	57	40	44	18

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Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2009 thru 3/31						
	2004		2005		2006		2007		2008			
	#	%	#	%	#		%	#	%	#	%	
Time and Attendance	8		12		7		6		7		0	
Training	5		2		3		5		1		1	
Other	22		14		12		18		7		3	

Processing Time	Comparative Data Previous Fiscal Year Data					2009 thru 3/31						
	2004		2005		2006		2007		2008			
	#	%	#	%	#		%	#	%	#	%	
Complaints pending (for any length of time) during fiscal year												
Average number of days in investigation stage	168		202		175		139		145		111	
Average number of days in final action stage	67		76		99		75		60		41	
Complaints pending (for any length of time) during fiscal year where hearing was requested												
Average number of days in investigation stage	166		212		194		160		178		99	
Average number of days in final action stage	42		43		46		30		32		31	
Complaints pending (for any length of time) during fiscal year where hearing was not requested												
Average number of days in investigation stage	169		201		169		134		138		114	
Average number of days in final action stage	88		91		112		96		73		48	

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2009 thru 3/31						
	2004		2005		2006		2007		2008			
	#	%	#	%	#		%	#	%	#	%	
Total Complaints Dismissed By Agency	52		41		31		20		22		2	
Average days pending prior to dismissal	194.71		150.00		191.00		261.00		128.00		66.00	
Complaints Withdrawn by Complainants												
Total complaints Withdrawn by Complainants	12		8		14		12		10		5	

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2009 thru 3/31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	3	100 %	2	100 %	4	100 %	8	100 %	6	100 %	0	100 %
Without Hearing	2	67 %	2	100 %	2	50 %	1	13 %	2	33 %	0	0 %
With Hearing	1	33 %	0	0 %	2	50 %	7	88 %	4	67 %	0	0 %

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2009 thru 3/31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	4	100 %	2	100 %	6	100 %	10	100 %	7	100 %	0	0 %
Race	0	0 %	0	0 %	0	0 %	2	20 %	1	14 %	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	2	50 %	0	0 %	3	50 %	1	10 %	4	57 %	0	0 %
Sex	0	0 %	0	0 %	0	0 %	0	0 %	1	14 %	0	0 %
National Origin	0	0 %	0	0 %	0	0 %	2	20 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	1	25 %	2	100 %	0	0 %	2	20 %	0	0 %	0	0 %
Disability	1	25 %	0	0 %	3	50 %	3	30 %	1	14 %	0	0 %

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Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2009 thru 3/31			
	2004		2005		2006		2007		2008		#	%		
	#	%	#	%	#	%	#	%	#	%				
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings After Hearing	2	50 %	0	0 %	4	67 %	9	90 %	5	71 %	0	0 %	0	0 %
Race	0	0 %	0	0 %	0	0 %	2	22 %	1	20 %	0	0 %	0	0 %
Color	0	0 %	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 %	0	0 %
Reprisal	1	50 %	0	0 %	2	50 %	1	11 %	3	60 %	0	0 %	0	0 %
Sex	0	0 %	0	0 %	0	0 %	0	0 %	1	20 %	0	0 %	0	0 %
National Origin	0	0 %	0	0 %	0	0 %	2	22 %	0	0 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	1	50 %	0	0 %	0	0 %	2	22 %	0	0 %	0	0 %	0	0 %
Disability	0	0 %	0	0 %	2	50 %	2	22 %	0	0 %	0	0 %	0	0 %
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings Without Hearing	2	50 %	2	100 %	2	33 %	1	10 %	2	29 %	0	0 %	0	0 %
Race	0	0 %	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 %	0	0 %
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Reprisal	1	50 %	0	0 %	1	50 %	0	0 %	1	50 %	0	0 %	0	0 %
Sex	0	0 %	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 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	0	0 %	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Disability	1	50 %	0	0 %	1	50 %	1	100 %	1	50 %	0	0 %	0	0 %
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009 thru 3/31	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	3	100 %	2	100 %	4	100 %	11	100 %	7	100 %	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 %	1	9 %	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												
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 %
Termination	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 %
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 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	1	9 %	1	14 %	0	0 %
Examination/Test	0	0 %	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %
Harrassment												
Nonsexual	1	33 %	0	0 %	1	25 %	2	18 %	0	0 %	0	0 %

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2009 thru 3/31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
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 %
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Promotion/Non-Selection	2	67 %	2	100 %	1	25 %	3	27 %	1	14 %	0	0 %
Reassignment												
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Directed	0	0 %	0	0 %	0	0 %	1	9 %	1	14 %	0	0 %
Failure to Accommodate	0	0 %	0	0 %	1	25 %	2	18 %	1	14 %	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 %
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	0	0 %	3	43 %	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 %	1	25 %	0	0 %	0	0 %	0	0 %
Findings Afer Hearing	1	33 %	0	0 %	2	50 %	9	82 %	5	71 %	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 %	1	11 %	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												
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 %
Termination	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 %
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 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Evaluation/Appraisal	0	0 %	0	0 %	0	0 %	1	11 %	1	20 %	0	0 %
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Harrasment												
Nonsexual	0	0 %	0	0 %	1	50 %	2	22 %	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 %
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Promotion/Non-Selection	1	100 %	0	0 %	0	0 %	2	22 %	1	20 %	0	0 %
Reassignment												
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Directed	0	0 %	0	0 %	0	0 %	1	11 %	1	20 %	0	0 %
Failure to Accommodate	0	0 %	0	0 %	1	50 %	2	22 %	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 %
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	0	0 %	2	40 %	0	0 %
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2009 thru 3/31	
	2004		2005		2006		2007		2008				
	#	%	#	%	#	%	#	%	#	%	#	%	
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 Without Hearing	2	67 %	2	100 %	2	50 %	2	18 %	2	29 %	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													
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 %	
Termination	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 %	
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 %	
Equal Pay Act Violation	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 %	1	50 %	0	0 %	0	0 %	
Harrassment													
Nonsexual	1	50 %	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 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Promotion/Non-Selection	1	50 %	2	100 %	1	50 %	1	50 %	0	0 %	0	0 %	
Reassignment													
Request 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 %	
Failure to Accommodate	0	0 %	0	0 %	0	0 %	0	0 %	1	50 %	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 %	
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	0	0 %	1	50 %	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 %	1	50 %	0	0 %	0	0 %	0	0 %	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2009 thru 3/31
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years	83	115	141	92	69	133
Total Complainants	63	78	99	55	48	94
Number complaints pending						
Investigation	30	45	13	3	7	20
Hearing	47	47	80	73	49	92
Final Agency Action	10	9	19	12	3	7
Appeal with EEOC Office of Federal Operations	22	26	19	31	37	39

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Complaint Investigations	Comparative Data Previous Fiscal Year Data					2009 thru 3/31
	2004	2005	2006	2007	2008	
Pending Completion Where Investigation Exceeds Required Time Frames	103	111	90	77	75	17