

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: EPA Internal Complaint Activity

Data as of December 31, 2005 - Beginning of Fiscal Year 2006

29 C. F. R. §1614.704(a) - (c)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	2006	2005	2004	2003	2002
Number of Complaints Filed in FY 1614.704(a)	23	70	71	74	104
Number of Complainants 1614.704(b)	23	66	69	66	91
Repeat Filers 1614.704(c)	0	9	2	4	6

29 C. F. R. §1614.704(d)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Basis	2006	2005	2004	2003	2002
Race	8	34	64	49	70
Color	1	12	21	16	16
Religion	0	2	0	2	1
National Origin	0	13	28	14	6
Sex (including complaints filed under Equal Pay Act)	7	33	49	46	63
Disability	13	23	46	39	44
Age	9	23	41	51	62
Retaliation	21	35	72	61	81
Non EEO Bases	0	0	0	1	0

FY 2001 Data not collected by Color - Color included in basis "Race/Color"

Data as of December 31, 2005 - Beginning of Fiscal Year 2006

29 C. F. R. §1614.704(e)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Issue	2006	2005	2004	2003	2002
Appointment/Hire	1	0	0	0	0
Assignment of Duties	2	8	20	17	56
Awards	3	6	1	3	17
Conversion to Full-Time	0	1	1	0	0
Disciplinary Action					
Demotion	0	2	1	0	0
Reprimand	1	5	11	7	17
Suspension	1	0	4	5	13
Removal	1	0	4	0	2
Other	0	0	0	0	10
Duty Hours	0	0	1	0	0
Evaluation Appraisal	5	8	9	0	21
Examination/Test	0	1	0	0	1
Harassment					
Non-Sexual	13	32	88	79	31
Sexual	0	1	3	0	2
Medical Examination	1	0	0	0	0
Pay (Including Overtime)	1	5	4	0	0
Promotion/Non-Selection	10	22	91	92	97
Reassignment					
Denied	4	4	0	0	3
Directed	0	2	0	6	7
Reasonable Accommodation	3	7	14	6	8

Reinstatement	0	0	0	0	0
Retirement	1	1	0	0	1
Termination	0	6	11	11	20
Terms/Conditions of Employment	8	15	43	1	18
Time and Attendance	4	8	6	18	14
Training	4	5	9	5	3
Other	0	0	0	0	0

Data as of December 31, 2005 - Beginning of Fiscal Year 2006

29 C. F. R. §1614.704(f)			
Processing Time “...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year...”		Fiscal Year 2006	
		Number	Average Days
All complaints Pending in Investigative Stage	1614.704(f)(1)	31	101
All complaints pending in Final Agency Action Stage		32	388
All complaints pending in which Hearing was not requested	1614.704(f)(2)	63	247
Time in Investigation Stage		31	101
Time to Issue Final Agency Action		0	0
All complaints pending in which a Hearing was requested	1614.704(f)(3)	36	637
Time in Investigation Stage		36	256
Time to Issue Final Agency Action		0	0

Data as of December 31, 2005 - Beginning of Fiscal Year 2006

29 C. F. R. §1614.704(g)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Dismissed by Agency Pursuant to 1614.704(a)	2006	2005	2004	2003	2002
Total Complaints Dismissed by Agency	2	33	23	16	19
Average Days Pending Prior to Dismissal (Excluding Civil Actions)*	132	143	300	76	216
Average Days to Pending Prior to Dismissal (Including Civil Actions)*	132	232	588	295	434

*Civil Actions refers to complaints that were pending at various stages of the process but were dismissed pursuant to 29 C. F. R. section 1614.107(a)(3), based on complainant filing a civil action in a United States District Court.

29 C. F. R. §1614.704(h)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data				
Total Final Agency Actions Involving a Finding of Discrimination	2006	2005	2004	2003	2002
Total Number Findings 1614.704(h)(1)	0	0	0	3	0
Without Hearing 1614.794(h)(2)	0	0	0	0	0
With Hearing 1614.704(h)(3)	0	0	0	3	0

29 C. F. R. §1614.704(i)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Basis	2006		2005		2004		2003		2002	
	#	%	#	%	#	%	#	%	#	%
Total Number of Findings 704(I)(1)	0	0.00	0	0.00	0	0.00	3	100	0	0.00
Total Number of Findings Rendered Without a Hearing 704(i)(2)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Total Number of Findings Rendered With a Hearing 704(I)(3)	0	0.00	0	0.00	0	0.00	3	100	0	0.00
Race	0	0.00	0	0.00	0	0.00	2	0.29	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex (Includes Equal Pay Act)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	0.14	0	0.00
Age	0	0.00	0	0.00	0	0.00	2	0.29	0	0.00
Retaliation	0	0.00	0	0.00	0	0.00	2	0.29	0	0.00

Data as of December 31, 2005 - Beginning of Fiscal Year 2006

29 C. F. R. §1614.704(j)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Issues	2006		2005		2004		2003		2002	
	#	%	#	%	#	%	#	%	#	%
Total Number of Findings 704(j)(1)	0	0.00	0	0.00	0	0.00	3	100	0	0.00
Total Number of Findings Rendered Without a Hearing 704(j)(2)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total Number of Findings Rendered With a Hearing 704(j)(3)	0	0.00	0	0.00	0	0.00	3	100	0	0.00
Appointment/Hire	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-Time	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disciplinary Action										
Demotion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

The United States Environmental Protection Agency

Reprimand	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Suspension	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Removal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00
Examination/Test	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Harassment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pay (Including Overtime)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion/Non-Selection	0	0.00	0	0.00	0	0.00	2	0.50	0	0.00
Reassignment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Denied	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Directed	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reasonable Accommodation	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00
Reinstatement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms/Conditions of Employment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of December 31, 2005 - Beginning of Fiscal Year 2006

29 C. F. R. §1614.704(k)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	2006	2005	2004	2003	2002
Total Complaints from previous Fiscal Years 1614.704(k)(1)	92	129	167	175	149
Total Complainants 1614.704(k)(2)	74	111	165	166	142
Number of Complaints Pending [as of 12/31]: 1614.704(k)(3)					
In Investigation	9	0	3	9	33
ROI Issued, Pending Complainant's Action	0	0	23	33	36
In Hearing	36	32	95	76	69
Waiting Final Agency Action	25	15	4	37	0
Appeal w/EEOC Office of Federal Operations	9	30	52	61	43

29 C. F. R. §1614.704(l)	29 C. F. R. §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Investigations	2006	2005	2004	2003	2002
Number Pending Completion of Investigation	31	24	52	64	70
Pending Investigations Over Required Time Frames	5	6	7	21	21