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 Department of Health and Human Services

Centers for Medicare & Medicaid Services
For 3rd Quarter Period Ending June 30, 2008
Date Last Updated: July 31, 2008

		Com	parative I	Data		2008 Thru			
Complaint Activity		Previous Fiscal Year Data							
	2003	2004	2005	2006	2007	06-30			
Number of Complaints Filed	18	29	37	23	29	25			
Number of Complainants	18	29	31	22	27	25			
Reneat Filers	0	0	4	1	2	1			

Complaints by Basis		Com	parative I	Data		
Complaints by Basis		2008 Thru				
Note: Complaints can be filed	2003	2004	2005	2006	2007	06-30
Race	18	21	20	12	14	10
Color	3	1	1	4	4	0
Religion	1	3	3	0	3	0
Reprisal	2	11	25	14	12	12
Sex	9	13	19	9	12	10
National Origin	1	2	0	1	1	2
Equal Pay Act	0	1	1	0	0	1
Age	8	10	19	12	16	12
Disability	3	8	5	5	5	5
Non-EEO	0	0	0	0	0	0

Complaints by Issue		Comparative Data									
complaints by issue		Previous	Fiscal Ye	ear Data		2008 Thru					
Note: Complaints can be filed	2003	2004	2005	2006	2007	06-30					
Appointment/Hire	0	1	2	1	0	1					
Assignment of Duties	7	4	8	6	6	2					
Awards	2	1	5	3	4	1					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	0	0	0	0	1					
Reprimand	0	2	3	0	4	1					
Removal	0	0	0	0	0	0					
Suspension	1	0	0	1	0	1					
Other	0	0	0	2	2	4					
Duty Hours	0	1	0	0	0	0					
Evaluation Appraisal	1	1	2	3	2	6					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	4	3	12	10	12	14					
Sexual	0	0	0	0	0	2					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	0	1	1	1	0	2					
Promotion/Non-Selection	10	16	13	7	18	5					
Reassignment		3	•	•		•					
Denied	0	0	3	1	2	0					
Directed	0	2	4	1	1	0					
Reasonable Accommodation	1	4	2	2	3	2					
Reinstatement	0	0	0	0	0	0					
Retirement	0	0	0	0	0	0					
Termination	2	4	6	1	1	0					
Terms/Conditions of Employment	0	0	6	2	2	2					
Time and Attendance	1	1	3	2	2	2					
Training	2	2	0	3	1	2					
Other	0	1	0	0	1	1					

		Com	parative I	Data		
Processing Time		Previous	Fiscal Ye	ear Data		2008 Thru 06-30
	2003	2004	2005	2006	2007	06-30
Complaints pending during fiscal year						
Average number of days in investigation stage	N/A	100	89	89	112	115.39
Average number of days in final action stage	N/A	55	47	133	177	80.67
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	N/A	104	94	88	111	91.5
Average number of days in final action stage	N/A	27	26	34	26.5	20.5
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	N/A	99	86	89	115	116.12
Average number of days in final action stage	N/A	99	74	197	478	128.8

		Com	parative I	Data		
Complaints Dismissed by Agency		Previous	Fiscal Ye	ear Data		2008 Thru
Complaints Dismissed by Agency	2003	2004	2005	2006	2007	06-30
Total complaints dismissed by Agency						
	2	2	5	2	6	1
Average days pending prior to						
dismissal	12	10	16	240	42	65
Complaints Withdrawn by Complainants						
Total complaints withdrawn by						
complainants	1	8	5	4	2	4

					Compar	ative Data						
Total Final Actions Finding				Pr	evious Fi	scal Year Da	ta					
Discrimination	20	2003 2004 2005 2006 2007 20										ru 06-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		2		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	2	100	0	0	0	0

											1	
Findings of Discrimination						ative Data						
Rendered by Basis		Previous Fiscal Year Data										
Note: Complaints can be filed												
alleging multiple bases. The sum	20	2003 2004 2005 2006 2007 20										ru 06-30
of the bases may not equal total	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		2		0		0	
Race	0	0	0	0	0	0	1	50	0	0	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	0	0	0	0	0	0	1	50	0	0	0	0
Sex	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
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

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	0	0	0	0	0
0	0	0	0	0	0
1	50	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	100	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
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Findings of Discrimination				Dr		ative Data scal Year Da	ıta.				_	
Rendered by Issue	20	003	20	004		2005		06	20	007	2008 Th	ru 06-30
Reflected by 193de	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		2		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	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	100	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
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
Reasonable Accommodation	0	0	0	0	0	0	1	100	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
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
o a re-									, J			
Findings After Hearing	0	0	0	0	0	0	2	100	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	100	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
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
Reasonable Accommodation	0	0	0	0	0	0	1	100	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
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
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
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0	0	0
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
Reasonable Accommodation	0	0	0	0	0	0	0	0	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
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
	<u> </u>											

Pending Complaints Filed in			parative l			2008 Thru	
Previous Fiscal Years by Status		06-30					
Frevious Fiscal Teals by Status	2003	2004	2005	2006	2007	06-30	
Total complaints from previous fiscal							
years	10	3	10	7	12	27	
Total complainants							
	10	3	10	7	11	26	
Number Complaints Pending							
Investigation	0	0	0	0	0	0	
ROI issued, pending							
Complainant's action	0	0	0	0	0	0	
Hearing	10	2	3	7	3	9	
Final Action	0	0	5	0	1	0	
Appeal with EEOC Office of							
Federal Operations	N/A	1	2	0	8	4	

N/A denotes data not available for CMS in that category.

			2008 Thru			
Complaint Investigations		06-30				
	2003	2004	2005	2006	2007	06-30
Pending complaints where						
investigation exceeds required time						
frames	0	0	0	0	0	0