

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: U.S. Fish and Wildlife Service: FWS (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

\*\*Mixed Cases are Included in this report\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	21	23	19	14	30	14
Number of Complainants	21	23	19	14	30	14
Repeat Filers	0	0	0	0	0	0
<p>1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year.</p> <p>2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year.</p> <p>3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year.</p> <p style="text-align: center;"><b>Complaints by Basis</b></p> <p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p>	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Race	7	4	2	1	7	4
Color	3	2	1	0	4	2

Religion	1	3	1	0	0	0
Reprisal	0	0	0	0	0	7
Sex	9	3	8	2	15	3
PDA	0	0	0	0	0	0
National Origin	2	3	1	0	2	2
Equal Pay Act	0	0	0	0	0	0
Age	9	9	5	4	11	5
Disability	9	7	2	9	12	5
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 03- 31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Appointment/Hire	1	1	0	1	7	0
Assignment of Duties	2	2	4	1	6	3
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	2	1	1	2	0
Suspension	0	1	2	2	2	1
Removal	1	0	1	0	1	1
Other	0	3	0	0	0	0
Duty Hours	0	0	0	0	1	0
Evaluation Appraisal	1	5	6	2	5	2

Examination/Test	0	1	0	0	0	0
<b>Harassment</b>						
Non-Sexual	8	10	4	4	13	3
Sexual	0	0	1	0	2	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	6	2	3	2	5	4
<b>Reassignment</b>						
Denied	0	0	0	0	0	1
Directed	1	2	1	0	1	0
Reasonable Accommodation	0	2	0	3	2	0
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	1	0
Termination	4	1	3	2	2	2
Terms/Conditions of Employment	0	2	3	5	0	0
Time and Attendance	1	2	1	0	0	0
Training	0	0	1	0	1	1
Other	5	9	2	0	1	3
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 03- 31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
Average number of days in investigation	241.55	225.41	203.41	205.19	162.69	164.62
Average number of days in final action	104.12	110.24	156.31	170.71	130.58	136.40
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	227.40	189.23	178.25	228.33	162.54	170.00						
Average number of days in final action	33.00	33.00	15.75	26.50	7.00	0						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	255.70	243.50	217.79	195.93	162.77	162.83						
Average number of days in final action	222.67	126.79	203.17	228.40	141.82	136.40						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	2	3	0	0	0						3	
Average days pending prior to dismissal	351	127	0	0	0						121	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	1	2	3	2	0						0	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0		2		3		0		0		0	
Without Hearing	0	0	0	0	2	67	0	0	0	0	0	0
With Hearing	0	0	2	100	1	33	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012 Thru 03-31</b>	
<i>Note: Complaints can be filed</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							













Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
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	1	50	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2012 Thru 03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total complaints from previous Fiscal Years	24	30	28	20	20	32						
Total Complainants	21	29	28	20	20	32						
<b>Number complaints pending</b>												
Investigation	2	1	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	1						
Hearing	7	5	5	4	3	11						
Final Agency Action	1	4	2	2	1	3						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	7						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											

	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	3	1	3	0	0	0

**Pending Complaints Filed in Previous Fiscal Years by Status:**

*Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.*

*ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.*

*Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.*

*Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.*

*Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.*