

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Office of Surface Mining: OSM (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	4	1	3	4	4	3
Number of Complainants	4	1	3	3	4	3
Repeat Filers	0	0	0	1	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;">Complaints by Basis</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	2	0	2	3	3	0
Color	0	0	0	0	1	0

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

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	1	0	1	0	2	1
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	1	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	2	1	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	1	2	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03- 31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	143.75	115.83	109.00	145.00	142.45	156.00
Average number of days in final action	26.50	55.50	367.00	187.00	206.00	4.00
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	140.00	88.50	109.00	129.00	143.50	156.00						
Average number of days in final action	26.50	38.67	0	0	0	4.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	155.00	129.50	0	153.00	141.20	156.00						
Average number of days in final action	0	106.00	367.00	187.00	206.00	0						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	2	0	0	1	0						0	
Average days pending prior to dismissal	450	0	0	-11	0						0	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2	0	0	0	0						0	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
<i>Note: Complaints can be filed</i>	2007	2008	2009	2010	2011							

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	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2012 Thru 03-31					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	8	6	2	4	6	8						
Total Complainants	6	6	2	4	5	6						
Number complaints pending												
Investigation	0	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	3	1	1	1	4	7						
Final Agency Action	0	0	0	1	0	1						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint Investigations	Comparative Data											

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