

## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

### Department of the Interior (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					2012Thru03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	262	289	283	314	306	182
Number of Complainants	258	274	270	310	305	176
Repeat Filers	13	13	5	4	0	0
<ol style="list-style-type: none"> <li>1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year.</li> <li>2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year.</li> <li>3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year.</li> </ol>						
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
<i><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b></i>	2007	2008	2009	2010	2011	
Race	82	106	98	89	91	51
Color	36	33	23	24	36	21
Religion	10	14	19	11	18	7
Reprisal	0	0	0	0	0	90

Sex	104	106	109	130	108	77
PDA	0	0	0	0	0	1
National Origin	47	37	38	47	45	24
Equal Pay Act	4	5	2	1	2	1
Age	88	105	98	98	106	71
Disability	57	67	64	71	79	48
Genetics	0	0	0	0	0	1
Non-EEO	3	6	3	10	7	5

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
<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	29	40	30	42	38	18
Assignment of Duties	34	33	33	36	31	20
Awards	6	6	14	6	8	2
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	2	1	2	1
Reprimand	7	11	12	11	25	11
Suspension	12	9	12	19	15	5
Removal	3	3	13	6	6	2
Other	13	12	12	9	15	10
Duty Hours	12	8	6	6	7	3
Evaluation Appraisal	25	43	36	34	38	30
Examination/Test	0	1	2	2	1	0
<b>Harassment</b>						
Non-Sexual	102	111	105	113	123	77

Sexual	10	12	11	15	13	10
Medical Examination	0	1	1	0	1	0
Pay (Including Overtime)	5	10	6	5	3	4
Promotion/Non-Selection	46	49	61	43	38	26
<b>Reassignment</b>						
Denied	2	3	3	2	2	2
Directed	13	13	11	10	9	3
Reasonable Accommodation	12	16	17	16	20	11
Reinstatement	1	1	1	1	1	0
Retirement	2	3	1	2	8	0
Termination	25	17	35	38	33	15
Terms/Conditions of Employment	25	23	32	39	35	26
Time and Attendance	18	17	20	19	22	10
Training	9	11	15	14	11	6
Other	31	27	20	27	19	12
	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru03-31</b>
<b>Processing Time</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	219.75	255.71	155.30	258.20	248.19	242.00
Average number of days in final action	160.95	170.21	245.38	136.64	160.03	223.06
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	121.82	114.52	31.01	248.60	261.45	298.44
Average number of days in final action	37.12	26.07	30.07	35.86	37.63	61.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	300.28	339.76	249.01	265.24	238.72	286.13

Average number of days in final action	259.69	259.63	331.21	199.10	232.29	336.95						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	33	50	38	27	33	14						
Average days pending prior to dismissal	304	197	303	236	308	131						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	25	24	19	21	23	8						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</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	5		5		11		10		9		1	
Without Hearing	1	20	0	0	6	55	6	60	3	33	0	0
With Hearing	4	80	5	100	5	45	4	40	6	67	1	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<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	5		5		11		10		9		1	
Race	3	60	1	20	2	18	4	40	3	33	0	0

Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	2	40	0	0	1	10	0	0	0	0
Reprisal	4	80	3	60	6	55	4	40	3	33	1	100
Sex	3	60	2	40	5	45	5	50	3	33	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	3	30	1	11	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	18	3	30	2	22	0	0
Disability	0	0	0	0	0	0	2	20	2	22	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												
Race	3	75	1	20	1	20	3	75	3	50	0	0
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	2	40	0	0	0	0	0	0	0	0
Reprisal	3	75	3	60	2	40	1	25	2	33	1	100
Sex	3	75	2	40	2	40	2	50	1	17	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	1	17	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	40	1	25	0	0	0	0
Disability	0	0	0	0	0	0	1	25	1	17	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>												
Race	0	0	0	0	0	0	1	17	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
Suspension	0	0	0	0	1	17	2	33	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	1	17	0	0	1	33	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	33	0	0	1	33	0	0
Sexual	0	0	0	0	1	17	1	17	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	2	33	1	17	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	1	33	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	2	33	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	1	17	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	1	100	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>						<b>2012Thru03-</b>					

<b>Status</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>31</b>
Total complaints from previous Fiscal Years	524	519	486	429	495	514
Total Complainants	437	446	438	394	476	494
<b>Number complaints pending</b>						
Investigation	57	30	31	13	30	83
ROI issued, pending Complainant's action	4	0	1	3	3	23
Hearing	143	143	160	150	165	140
Final Agency Action	63	78	20	43	53	74
Appeal with EEOC Office of Federal Operations	1	0	0	0	1	89
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru03-31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	117	62	67	44	73	90

**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.*