

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: National Park Service: NPS (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	77	67	86	89	88	55
Number of Complainants	76	67	84	89	87	55
Repeat Filers	1	0	2	0	0	0
<ol style="list-style-type: none"> 1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year. 2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. 3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year. <p style="text-align: center;">Complaints by Basis</p>	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	
Race	27	24	38	32	27	14
Color	16	10	7	7	9	8
Religion	2	2	6	3	6	2

Reprisal	0	0	0	0	0	24
Sex	24	25	28	33	28	18
PDA	0	0	0	0	0	0
National Origin	10	4	10	15	12	4
Equal Pay Act	2	3	1	1	1	2
Age	23	18	24	30	28	20
Disability	14	23	24	22	26	18
Genetics	0	0	0	0	0	0
Non-EEO	1	3	2	1	2	1
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	10	12	10	15	10	6
Assignment of Duties	17	12	14	18	11	8
Awards	3	2	8	1	3	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	1	1
Reprimand	2	2	5	2	10	2
Suspension	3	3	6	7	2	1
Removal	0	0	2	2	1	0
Other	4	7	9	5	7	6
Duty Hours	6	5	3	2	1	0
Evaluation Appraisal	9	11	17	14	10	12
Examination/Test	0	0	2	1	1	0

Harassment						
Non-Sexual	34	24	37	29	34	22
Sexual	3	6	1	3	5	7
Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	1	1	4	4	1	2
Promotion/Non-Selection	10	6	20	12	11	7
Reassignment						
Denied	0	1	2	2	2	0
Directed	1	4	4	3	1	0
Reasonable Accommodation	6	8	10	6	10	6
Reinstatement	0	0	0	0	0	0
Retirement	0	1	1	0	2	0
Termination	7	3	14	9	9	7
Terms/Conditions of Employment	23	10	19	18	17	8
Time and Attendance	11	9	10	8	15	6
Training	3	7	9	7	4	2
Other	7	11	10	14	10	6
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	333.17	383.05	209.70	232.16	301.85	371.07
Average number of days in final action	164.68	198.75	276.15	136.10	116.10	166.31
Complaint pending during fiscal year where hearing was requested						
Average number of	343.00	345.58	218.92	233.71	307.68	391.71

days in investigation												
Average number of days in final action	41.10	28.05	20.85	9.00	36.18	4.20						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	323.55	405.75	201.95	230.90	297.43	359.35						
Average number of days in final action	247.07	290.34	370.70	225.82	164.94	267.62						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 03-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	10	13	7	7	4	2						
Average days pending prior to dismissal	402	205	181	171	152	328						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	7	6	7	6	5	1						
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		1		1		2		1		0	
Without Hearing	0	0	0	0	1	100	1	50	0	0	0	0
With Hearing	0	0	1	100	0	0	1	50	1	100	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							

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												
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	1	100	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 03-31
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	184	182	146	123	151	168
Total Complainants	148	148	131	116	146	160
Number complaints pending						
Investigation	28	2	2	2	9	31
ROI issued, pending Complainant's action	3	0	0	1	3	8
Hearing	49	58	52	62	65	38
Final Agency Action	28	29	1	5	13	23
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	19

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	47	7	5	9	35	31

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.