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

				Comp	arat	tive]	Data		
Complaint Activity	Pr	evio	ıs Fisc	al Ye	ar D	ata	20	112 Th.	02 21
	2007	200	8 200	09 2	010	201)12 1 N r	ru 03-31
Number of Complaints Filed	77	67	80	5	89	88	3	55	5
Number of Complainants	76	67	84	4	89	8	7	55	5
Repeat Filers	1	0	2	,	0	0		0	
 Number of complaints: The on the number of complaints on the number of complainants. Number of Complainants represents the number of complainants who filed of during the Fiscal Year. Repeat Filers: This is basenumber of complainants more than one compliant Fiscal Year. Complaints by Basin 	ints filed s: This f omplaint sed on t who filed during t	s he	Pro				ative I		2012 Thru
Note: Complaints can be filed multiple bases. The sum of the may not equal total complaint	bases	ıg	2007	2008	3 20	009	2010	2011	03-31
Race	27 24 38 32 27							14	
Color	16 10 7 7 9 8						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		C	ompar	ative D	ata	
Complaints by Issue	Pr	evious	Fiscal	Year D	ata	2012
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 03- 31
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
· · · · · · · · · · · · · · · · · · ·			3	2	1	0
Duty Hours	6	5	3		1	
Duty Hours Evaluation Appraisal	6 9	11	17	14	10	12

Harassment										
Non-Sexual			3	4	24		37	29	34	22
Sexual			3	3	6		1	3	5	7
Medical Examination			(О	0		1	0	0	0
Pay (Including Overtime)				1			4	4	1	2
Promotion/Non-Selection			1	0	6		20	12	11	7
Reassignment								-		-
Denied			(O	1		2	2	2	0
Directed			-	1	4		4	3	1	0
Reasonable Accommodation	l		(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 Employ	yment		2	23	10		19	18	17	8
Time and Attendance			1	1	9		10	8	15	6
Training			3	3	7		9	7	4	2
Other				7	11		10	14	10	6
				Co	mpa	rati	ve Da	ata		
Processing Time		Previ	ous	Fisc	cal Y	ear	Data	l		012
	2007	200	8	20	09	20	010	2011	Th	ru 03- 31
Complaints pending during t	iscal year	r	'							
Average number of days in investigation	333.17	383.0	05	209	9.70	23	2.16	301.85	5 37	71.07
Average number of days in final action						136.10		116.10) 16	66.31
Complaint pending during fi	where	he	arin	g was	rec	queste	ed			
Average number of	345.	58	218	3.92	23	3.71	307.68	39	91.71	

Note: Complaints can be file	d	20	007	200	8	200	9	201	10	201	1	Thru 03-31
Findings of Discrimination Rendered by Basis	n			Prev		Comp s Fisca						2012
With Hearing	0	(0 1	100	0 0	0	1	50	1	100	0	0
Without Hearing	0	(0 0	0	1	100	1	50	0	0	0	0
Total Number Findings	0		1		1		2		1		0	
	#	9,	⁄o #	%	#	%	#	%	#	%	#	%
Total Final Agency Actions Finding Discrimination		,00°		eviot 2008		iscal ` 2009		Dat	T	011		2012 ru 03- 31
						Compa						
Total Complaints Withdrawn Complainants			7	\top	5	7		6	5		1	
Compla	ints	W	ithdı	awn	by (Comp	lain	ants				
Average days pending prior t dismissal	О		402	20)5	181	1	71	15	2	32	28
Total Complaints Dismissed Agency	by		10	1	3	7	,	7	4		2	2
rigency			2007	7 20	08	2009	20	10	201	1	03-	-31
Complaints Dismissed b Agency	Ŋ		P	revio	us l	Fiscal	Yea	r Da	nta		2012	Thru
days in final action	247	.07				Con						
Average number of	247	. 07	7 20	0.34	37	0.70	225	82	16	4.94	26	7.62
Average number of days in investigation	323	3.55	5 40	5.75	20	1.95	230	.90	29'	7.43	35	9.35
Complaint pending during fis	scal y	yea	r whe	re he	arin	ıg was	not	requ	este	d		
Average number of days in final action	41.	.10	28	3.05	20).85	9.(00	36	5.18	4	.20
days in investigation												

alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		1		2		1		0	
Race	0	0	0	0	0	0	1	50	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	50	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	50	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	1	50	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	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
Findings After Hearing	0		1		0		1		1		0	
Race	0	0	0	0	0	0	1	100	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	1	100	0	0
PDA	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	1	100)	0	C)	0	0
Disability		0	0	0	()	0	0	0	0	Ì	0	C)	0	0
Genetics		0	0	0	()	0	0	0	0		0	C)	0	0
Non-EEO		0	0	0	()	0	0	0	0		0	C)	0	0
									ı							
Findings Without Hearing		0		0			1		1			0			0	
Race		0	0	0	()	0	0	0	0		0	C)	0	0
Color		0	0	0	()	0	0	0	0		0	C)	0	0
Religion		0	0	0	()	0	0	0	0		0	C)	0	0
Reprisal		0	0	0	()	1	100	0	0		0	C)	0	0
Sex		0	0	0	()	0	0	0	0		0	C)	0	0
PDA		0	0	0	()	0	0	0	0		0	C)	0	0
National Origin		0	0	0	()	0	0	1	100		0	C)	0	0
Equal Pay Act		0	0	0	()	0	0	0	0		0	C)	0	0
Age		0	0	0	()	0	0	0	0		0	C)	0	0
Disability		0	0	0	()	0	0	0	0		0	C)	0	0
Genetics		0	0	0	()	0	0	0	0		0	C)	0	0
Non-EEO		0	0	0	()	0	0	0	0		0	C)	0	0
						C	o m]	parat	ive	Data	ì					
Findings of Discrimination			Pr	evi	ous	s Fi	sca	l Yea	r D	ata					201	
Rendered by Issue	20	007	2	2008	3	2	009	2	2010)	2()11		1 n	ru 31	03-
	#	%	#	9/	ó	#	9/0	6 #	9/	6 #	#	%	D	#		%
Total Number Findings	0		1			1		2]				0		
Appointment/Hire	0	0	0	0)	0	0	0	() ()	0		0		0
Assignment of Duties	0	0	0	0)	0	0	0	() ()	0		0		0
Awards	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												
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	1	100	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											-	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	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												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	50	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	1	100	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
Findings After Hearing	0		1		0		1		1		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						-					-	-
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	1	100	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-					-	-
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												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	100	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	1	100	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
Findings Without Hearing	0		0		1		1		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												
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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	100	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

	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
						Co	mpa	arativ	e D	ata		
Pending Complaints File Previous Fiscal Years by S				Pre	viou			arativ Year I				012
Pending Complaints File Previous Fiscal Years by S			20	Pre	viou 200	s Fisc) 		Thr	
9	Stat					s Fisc	cal Y	Year I	Dat 2	a	Thr	u 03-
Previous Fiscal Years by S Total complaints from previous	Stat		1	007	200	8 20 2 14	cal Y	Year I	Dat 2	a 2011	Thr 3	u 03- 31
Previous Fiscal Years by S Total complaints from previous Fiscal Years	is		1	84	200	8 20 2 14	cal Y 0 09 46	Year I 2010 123	Dat 2	2011 151	Thr 3	u 03- 81 68
Previous Fiscal Years by S Total complaints from previous Fiscal Years Total Complainants	is		1	84	200	8 20 2 14 3 13	cal Y 0 09 46	Year I 2010 123	Dat 2	2011 151	Thr 3	u 03- 81 68
Previous Fiscal Years by S Total complaints from previous Fiscal Years Total Complainants Number complaints pending	is		1 1	84 48	182 148	8 20 2 14 3 13	201 Y	Year I 2010 123	Dat 2	2011 151 146	1 1 3 3	u 03- 81 68
Previous Fiscal Years by S Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending	is		1 1 2	907 84 48	200 182 148 2	8 20 2 14 3 13	1009 446 331	2010 123 116	Dat 2	2011 151 146	1 1 2 3	u 03- 31 68 60
Previous Fiscal Years by S Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action	is		1	907 84 48 28 3	182 148 2 0	8 20 2 14 3 13	1009 446 331	2010 123 116	Dat 2	2011 151 146 9 3	Thr 3 1 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	u 03- 31 68 60 81

			Compa	arative	Data	
Complaint Investigations	Pro	2012				
	2007	2008	2009	2010	2011	Thru 03- 31
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.