

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

Financial Management Service (FMS)

For 3rd Quarter 2012 for period ending June 30, 2012

****mixed cases are included in this report.****

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|-----------------------|
| | Previous Fiscal Year Data | | | | | 2012 Thru 06-30 |
| | 2007 | 2008 | 2009 | 2010 | 2011 | |
| Number of Complaints Filed | 10 | 4 | 14 | 13 | 3 | 9 |
| Number of Complainants | 9 | 4 | 12 | 11 | 3 | 9 |
| Repeat Filers | 1 | 0 | 2 | 1 | 0 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2012 Thru 06-30 |
| | 2007 | 2008 | 2009 | 2010 | 2011 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 3 | 3 | 5 | 4 | 0 | 5 |
| Color | 1 | 0 | 0 | 0 | 1 | 0 |
| Religion | 0 | 0 | 0 | 1 | 0 | 0 |
| Reprisal | 2 | 2 | 3 | 5 | 0 | 2 |
| Sex | 1 | 1 | 5 | 3 | 1 | 5 |
| National Origin | 0 | 0 | 0 | 1 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 4 | 7 | 6 | 2 | 2 |
| Disability | 3 | 1 | 3 | 2 | 2 | 1 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| Non-EEO | 3 | 0 | 1 | 1 | 0 | 0 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2012 Thru 06- 30 |
| <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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 0 | 2 | 2 | 3 | 0 | 3 |
| Awards | 0 | 0 | 0 | 0 | 0 | 1 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 2 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 1 | 0 | 0 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 1 | 0 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 2 | 0 | 1 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 1 | 1 | 3 | 3 | 1 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 1 | 3 | 3 | 7 | 1 | 2 |
| Sexual | 0 | 0 | 0 | 2 | 0 | 1 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 1 | 0 | 1 | 0 | 0 |
| Promotion/Non-Selection | 5 | 1 | 6 | 3 | 0 | 1 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------------------|-------------|-------------|--------------------------------|
| Directed | 0 | 0 | 1 | 0 | 0 | 3 |
| Reasonable Accommodation | 1 | 1 | 2 | 0 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 1 | 0 |
| Termination | 0 | 0 | 2 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 1 | 1 | 0 | 0 | 1 |
| Time and Attendance | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 1 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2012 Thru 06-30 |
| | 2007 | 2008 | 2009 | 2010 | 2011 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 212.44 | 426.43 | 266.82 | 255.33 | 154.75 | 228.50 |
| Average number of days in final action | 41.33 | 239.17 | 38.00 | 20.00 | 71.80 | 23.75 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 224.14 | 593.00 | 269.62 | 272.20 | 152.67 | 0 |
| Average number of days in final action | 6.00 | 0 | 0 | 10.00 | 0 | 3.00 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 171.50 | 359.80 | 259.33 | 234.25 | 156.00 | 228.50 |
| Average number of days in final action | 59.00 | 287.00 | 38.00 | 25.00 | 71.80 | 44.50 |
| Complaints Dismissed by Agency | | | Comparative Data | | | |

| | | | | | | | | | | | | |
|--|----------------------------------|---|---|---|---|---|---|---|---|---|---|-------------|
| 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 | 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 | 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 | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | 2012 |

| | 2007 | 2008 | 2009 | 2010 | 2011 | Thru 06- 30 |
|---|----------------------------------|-------------|-------------|-------------|-------------|-------------------------------------|
| Total complaints from previous Fiscal Years | 16 | 11 | 7 | 16 | 16 | 7 |
| Total Complainants | 15 | 11 | 7 | 14 | 13 | 7 |
| Number complaints pending | | | | | | |
| Investigation | 1 | 1 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 3 | 2 | 4 | 4 | 4 | 1 |
| Final Agency Action | 0 | 0 | 0 | 1 | 0 | 0 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2012 Thru 06- 30 |
| | 2007 | 2008 | 2009 | 2010 | 2011 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 2 | 2 | 1 | 1 | 0 |