## **BROADCASTING BOARD of GOVERNORS**

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

Data as of September 30, 2011, Fourth Quarter Report for FY 2011

29 CFR §1614.704(a) - (c)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data							
Complaint Activity	FY2011 End of									
	4 <sup>th</sup> Qtr	2010	2009	2008	2007	2006				
Number of Complaints Filed in FY 1614.704(a)	9	21	21	31	14	30				
Number of Complainants 1614.704(b)	8	21	19	30	14	30				
Repeat Filers 1614.704(c)	0	0	2	1	2	0				

29 CFR §1614.704(d)			29 CFR §1614.705 Comparative							
Complaints by Basis Note: Complaints can be filed alleging	FY2011 End of	Data Previous Fiscal Year Data								
multiple bases. The sum of the bases may not equal total complaints filed.	<sup>4th</sup> Qtr	2010 2009 2008 2007								
Race	4	15	6	6	3	6				
Color	1	7	2	3	2	0				
Religion	1	5	6	2	0	2				
National Origin	3	17	7	14	2	3				
Sex (including complaints filed under Equal Pay Act)	2	13	11	8	5	10				
Disability	0	15	3	5	1	2				
Age	2	7	8	15	2	7				
Reprisal	7	29	15	13	10	18				
Other	0	0	0	0	0	0				

29 CFR §1614.704(e)	29 CFR §1614.704(e)				29 CFR §1614.705 Comparative							
Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases my not equal total complaints filed.	FY2011 End of 4th Qtr	Pr	evious	Data Fiscal	Year Da	ata						
,		2010	2009	2008	2007	2006						
Appointment/Hire	2	0	2	1	0	0						
Assignment of Duties	4	12	0	8	2	7						
Awards	2	0	0	0	0	2						
Conversion to Full-time	0	0	0	0	0	0						
Disciplinary Action												
Demotion	0	0	0	1	0	2						
Reprimand	8	6	3	11	0	0						
Suspension	1	0	0	1	1	0						
Removal	0	4	2	2	0	2						
Other	0	0	0	0	0	2						
Duty Hours	1	0	0	1	0	2						
Evaluation Appraisal	1	0	0	1	2	6						
Examination/Test	0	0	0	1	0	0						
Harassment												
Non-Sexual	3	28	12	11	12	2						
Sexual	0	3	0	3	2	0						
Medical Examination	0	0	0	0	0	0						
Pay (Including Overtime)	0	3	0	1	0	1						
Promotion/Non-Selection	7	14		32	27	0						
Reassignment												
Denied	0	8	0	1	2	3						
Directed	1	0	0	0	0	5						
Reasonable Accommodation	0	3	0	0	0	0						
Reinstatement	0	3	0	0	0	0						
Retirement	0	0	0	0	0	0						
Termination	1	7	7	3	12	1						
Terms/Conditions of Employment	4	8	0	4	0	0						
Time and Attendance	3	2	0	3	1	4						
Training	2	7	0	1	0	6						
Other	0	0	0	0	0	6						

29 CFR §1614.704(f)			
Processing Time" post the average length	of time it takes to	FY	2011
complete each step of the process for every	•	Number	Average
pending during any time of the then fisc		Days	
All complaints pending in Investigative Stage	1614.704(f)(1)	2	33.00
All complaints pending in Final Agency Action Stage		1	3.00
All complaints pending in which Hearing was not	1614.704(f)(2)		36.00
requested		3	
Time in Investigation Stage		2	33.00
Time to Issue Final Agency Action		1	3.00
All complaints pending in which a Hearing was	1614.704(f)(3)		416.50
requested		10	
Time in Investigation Stage plus time in Final		10	416.50
Agency Action Stage			
Time to issue Final Agency Action		0	0

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative						
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY2011 End of 4th Qtr	Data Previous Fiscal Year Data					
		2010 2009 2008 2007 2				2006	
Total Complaints Dismissed by Agency	3	4	1	4	7	6	
Average days pending prior to dismissal	37	80	36	33	40	44.5	

29 CFR §1614.704(h)				29 CFR §1614.705 Comparative								
Total Final Agency Actions Finding Discrimination	FY2011 Previous Fiscal Year Date  End of  4th Qtr				End of		а					
			20	010	20	009	20	800	20	07	20	06
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0
Total Number Findings 704(h)(1)	0		0		0		0		0		0	
Without Hearing 704(h)(2)	0		0		0		0		0		0	
With Hearing 704(h)(3)	0		0		0		0		0		0	•

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative									
Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging		2011 nd of <sup>h</sup> Qtr					Fis			r Dat		
multiple bases. The sum of the bases		ı	20	)10	20	009	20	800	20	007	20	006
may not equal total complaints and findings.	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0
Total Number Findings 704(i)(1)	0		0		0		0		0		0	
Number Findings Rendered Without	0		0		0		0		0		0	
Hearing 704(i)(2)	0		0		0		0		0		0	
Number Findings Rendered	0		0		0		0		0		0	
After Hearing 704(i)(3)	0		0		0		0		0		0	
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Sex (include Equal Pay Act)	0		0		0		0		0		0	
Disability	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative									
			Data									
Findings of Discrimination Rendered by	FY	2011	Previous Fiscal Year Data								a	
Issue		nd of Qtr	2010		2009		2008		3 2007		2006	
	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0	#	0/0
Total Number Findings 704(j)(1)	0		0		0		0		0		0	
Findings Without Hearing 704(j)(2)	0		0		0		0		0		0	
Findings After Hearing 704(j)(3)	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
'Disciplinary Action	0		0		0		0		0		0	

Demotion	0	0	0	0	0	0
Reprimand	0	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	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0
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	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	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	0	0	0	0

29 CFR §1614.704(k)			29 CFR §1614.705 Comparative								
				Data							
Complaints Pending From Previous	FY2010	Previous Fiscal Year Data									
Fiscal Years by Status	as of 09/30/11	2010	2009	2008	2007	2006					
Total complaints from previous Fiscal Years	13	20	24	25	14	27					
704(k)(1)											
Total Complainants 704(k)(2)	10	20	24	25	14	27					
Number complaints pending [as of 09/30/	11]: 704(k)(3)	)									
Investigation	2	7	8	9	4	11					
ROI issued, pending Complainant's	0	0	3	7	1	6					
action											
Hearing	10	11	11	8	9	10					
Final Agency Action	1	2	3	1	0	0					
Appeal with EEOC Office of Federal	3	3	2	3	5	4					
Operations											

29 CFR §1614.704(1)	29 CFR §1614.705 Comparative									
Complaint Investigations	FY 2011 End of 4th Qtr	Data Previous Fiscal Year Data						Previou		a
		2010 2009 2008 2007 2								
Number Pending Completion of	2	7	8	9	4	11				
Investigation										
Pending Investigations Over Required	0	0	0	0	0	2				
Time Frames										