

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

## GSA (and below)

For 4th Quarter 2011 for period ending September 30, 2011

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	105	77	93	102	124	104
Number of Complainants	88	69	88	97	113	95
Repeat Filers	12	7	3	3	6	7

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Race	50	21	47	45	48	53
Color	20	7	14	12	19	13
Religion	9	0	6	6	5	10
Reprisal	54	50	45	51	71	56
Sex	40	19	36	35	57	55
National Origin	12	9	10	10	11	12

Equal Pay Act	1	1	2	0	4	0
Age	42	31	43	36	67	57
Disability	17	22	19	27	30	29
Non-EEO	0	0	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
Appointment/Hire	2	2	0	4	3	3
Assignment of Duties	11	9	7	8	12	10
Awards	3	3	1	4	2	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	2	2	0	2	2	1
Reprimand	2	4	2	3	7	5
Suspension	1	5	2	6	4	5
Removal	4	2	3	4	1	3
Other	5	5	9	3	2	5
Duty Hours	0	2	1	0	1	1
Evaluation Appraisal	16	8	7	11	17	20
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	29	25	22	25	28	32
Sexual	2	0	1	3	5	2
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	3	2	3	3	5	2
Promotion/Non-Selection	31	23	30	21	42	32
<b>Reassignment</b>						
Denied	0	1	2	1	0	0
Directed	2	3	1	2	6	8
Reasonable Accommodation	4	5	7	10	8	5
Reinstatement	0	0	0	0	0	0
Retirement	8	1	0	1	1	0
Termination	4	3	4	7	10	8
Terms/Conditions of Employment	7	10	11	9	23	13
Time and Attendance	3	4	2	5	10	10
Training	1	6	6	4	10	6
Other	4	8	8	9	10	2
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2011Thru09-30</b>
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	151.96	184.62	183.67	195.93	202.79	258.59
Average number of days in final action	104.46	96.07	86.22	178.34	124.92	198.33
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	154.80	170.86	190.22	193.15	200.50	250.32
Average number of days in final action	49.63	30.41	36.94	72.43	29.78	21.94







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	2	67	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	100	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	1	33	0	0	0	0
<b>Findings After Hearing</b>	0		0		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												







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	1	50	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2011Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>							
Total complaints from previous Fiscal Years	83	84	72	84	116	137						
Total Complainants	66	72	64	77	112	128						
<b>Number complaints pending</b>												
Investigation	0	3	1	2	2	6						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	16	14	19	30	47	57						
Final Agency Action	5	5	5	5	4	3						
Appeal with EEOC Office of Federal Operations	45	64	79	94	108	119						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2011Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	2	3	7	4	6	12						