

"Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174."

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2012 thru 9/30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	126	133	94	128	143	133
Number of Amendments	13	13	3	3	9	12
Number of Complainants	112	114	91	124	143	130
Repeat Filers	10	14	3	4	0	3

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2012 thru 9/30
	2007	2008	2009	2010	2011	
Race	60	69	42	74	66	57
Color	22	35	16	24	21	27
Religion	8	7	6	6	10	15
Reprisal	71	89	41	77	102	96
Sex	42	58	34	59	59	57
National Origin	16	16	10	25	32	21
Equal Pay	2	0	0	3	1	0
Age	68	75	38	58	63	64
Disability	0	0	0	0	0	0
Non-EEO Basis	6	4	1	4	4	8

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2012 thru 9/30
	2007	2008	2009	2010	2011	
Appointment/Hire	1	0	1	1	0	0
Assignment of Duties	8	8	2	3	10	15
Awards	3	1	1	2	4	0
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	2	1	0
Reprimand	4	2	0	4	5	4
Termination	0	0	0	0	0	0
Suspension	3	4	2	4	6	6
Other	2	3	3	3	3	1
Duty Hours	1	2	1	0	2	1
Equal Pay Act Violation	1	0	2	4	0	0
Evaluation/Appraisal	14	18	21	18	26	20
Examination/Test	0	0	0	0	0	0
Harrassment						
Nonsexual	24	22	16	47	53	31
Sexual	2	3	0	1	1	3
Medical Examination	1	0	0	0	1	0
Pay Including Overtime	1	0	1	0	0	1
Performance Improvement Plan (PIP)	3	3	2	7	5	3
Promotion/Non-Selection	51	44	26	41	39	58
Reassignment						
Request Denied	0	1	0	0	0	0
Directed	5	4	1	2	9	3
Failure to Accommodate	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	2
Terms/Conditions of Employment	40	44	31	21	21	14

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Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2012 thru 9/30		
	2007		2008		2009		2010	2011
Time and Attendance	6	7	0	6	4	12		
Training	5	1	2	5	6	5		
Other	18	7	4	8	4	4		

Processing Time	Comparative Data Previous Fiscal Year Data					2012 thru 9/30		
	2007		2008		2009		2010	2011
Complaints pending (for any length of time) during fiscal year								
Average number of days in investigation stage	139	143	129	126	124	138		
Average number of days in final action stage	75	61	45	50	48	54		
Complaints pending (for any length of time) during fiscal year where hearing was requested								
Average number of days in investigation stage	160	178	128	136	172	135		
Average number of days in final action stage	31	36	32	36	27	39		
Complaints pending (for any length of time) during fiscal year where hearing was not requested								
Average number of days in investigation stage	134	136	129	125	117	138		
Average number of days in final action stage	96	73	52	57	53	57		

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					2012 thru 9/30		
	2007		2008		2009		2010	2011
Total Complaints Dismissed By Agency	20	21	7	11	19	11		
Average days pending prior to dismissal	261.00	133.00	43.00	66.00	86.00	86.00		
Complaints Withdrawn by Complainants								
Total complaints Withdrawn by Complainants	12	9	11	11	13	10		

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2012 thru 9/30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	8	100 %	6	100 %	1	100 %	2	100 %	1	100 %	0	100 %
Without Hearing	1	13 %	2	33 %	1	100 %	0	0 %	0	0 %	0	0 %
With Hearing	7	88 %	4	67 %	0	0 %	2	100 %	1	100 %	0	0 %

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2012 thru 9/30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	10	100 %	7	100 %	1	100 %	2	100 %	1	100 %	0	0 %
Race	2	20 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Reprisal	1	10 %	4	57 %	0	0 %	0	0 %	0	0 %	0	0 %
Sex	0	0 %	1	14 %	1	100 %	0	0 %	0	0 %	0	0 %
National Origin	2	20 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	2	20 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

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Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2012 thru 9/30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings After Hearing	9	90 %	5	71 %	0	0 %	2	100 %	1	100 %	0	0 %
Race	2	22 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Reprisal	1	11 %	3	60 %	0	0 %	0	0 %	0	0 %	0	0 %
Sex	0	0 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %
National Origin	2	22 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	2	22 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings Without Hearing	1	10 %	2	29 %	1	100 %	0	0 %	0	0 %	0	0 %
Race	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Color	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Religion	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Reprisal	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %
Sex	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Disability	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2012 thru 9/30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	11	100 %	7	100 %	1	100 %	2	100 %	1	100 %	0	0 %
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Assignment of Duties	1	9 %	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 %
Termination	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 %
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 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Evaluation/Appraisal	1	9 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Harrassment												
Nonsexual	2	18 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data										2012 thru 9/30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Sexual	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %
Medical Examination	1	9 %	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 %
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Promotion/Non-Selection	3	27 %	1	14 %	0	0 %	1	50 %	1	100 %	0	0 %
Reassignment												
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Directed	1	9 %	1	14 %	0	0 %	0	0 %	0	0 %	0	0 %
Failure to Accommodate	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 %
Terms/Conditions of Employment	0	0 %	3	43 %	0	0 %	1	50 %	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	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Findings Afer Hearing	9	82 %	5	71 %	0	0 %	2	100 %	1	100 %	0	0 %
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Assignment of Duties	1	11 %	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 %
Termination	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 %
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 %
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Evaluation/Appraisal	1	11 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Harrassment												
Nonsexual	2	22 %	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 %
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Promotion/Non-Selection	2	22 %	1	20 %	0	0 %	1	50 %	1	100 %	0	0 %
Reassignment												
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Directed	1	11 %	1	20 %	0	0 %	0	0 %	0	0 %	0	0 %
Failure to Accommodate	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 %
Terms/Conditions of Employment	0	0 %	2	40 %	0	0 %	1	50 %	0	0 %	0	0 %
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2012 thru 9/30		
	2007		2008		2009		2010		2011					
	#	%	#	%	#	%	#	%	#	%	#	%		
Training	0	0 %	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 %	0	0 %
Findings Without Hearing	2	18 %	2	29 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %
Appointment/Hire	0	0 %	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 %	0	0 %
Awards	0	0 %	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 %	0	0 %
Disciplinary Action														
Demotion	0	0 %	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 %	0	0 %
Termination	0	0 %	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 %	0	0 %
Other	0	0 %	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 %	0	0 %
Equal Pay Act Violation	0	0 %	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 %	0	0 %
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Harrasment														
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Sexual	0	0 %	0	0 %	1	100 %	0	0 %	0	0 %	0	0 %	0	0 %
Medical Examination	1	50 %	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 %	0	0 %
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Promotion/Non-Selection	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Reassignment														
Request Denied	0	0 %	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 %	0	0 %
Failure to Accommodate	0	0 %	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 %	0	0 %
Retirement	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Terms/Conditions of Employment	0	0 %	1	50 %	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 %	0	0 %
Training	0	0 %	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 %	0	0 %

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2012 thru 9/30
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	90	59	69	54	66	66
Total Complainants	53	40	49	38	52	61
Number complaints pending						
Investigation	3	5	1	0	4	5
Hearing	71	42	67	53	63	61
Final Agency Action	12	2	0	3	1	2
Appeal with EEOC Office of Federal Operations	31	38	32	35	34	36

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Complaint Investigations	Comparative Data Previous Fiscal Year Data					2012 thru 9/30
	2007	2008	2009	2010	2011	
Pending Completion Where Investigation Exceeds Required Time Frames	77	75	20	27	40	42