

**FY2008 NSA Equal Employment Opportunity (EEO) Complaints Data
Posted Pursuant to the No Fear Act**

I. Complaints of Discrimination Filed

Number of Complaints Filed	27
Number of Individuals Filing Complaints	25
Number of Individuals Filing Two or More Complaints	2

II. Bases of Complaints Filed

Age	11
Color	5
Disability	2
National Origin	1
Race	14
Religion	
Reprisal	10
Sex	12
1. Equal Pay Act	
2. Pregnancy Discrimination Act	
Non-EEO (sexual orientation)	1

III. Issues of Complaints Filed

Assignment of Duties	
Awards	3
Evaluation/Appraisal	9
Harassment (Sexual)	1
..... (Non-Sexual)	12
Medical Examination	
Promotion/Non-selection	33
Reassignment (Denied)	
..... (Directed)	4
Training	
Terms and Conditions of Employment	
Time and Attendance	
Disciplinary Action	2
Removal	1
Other (Violation of Peace Order, Use of Childcare Facilities)	2

IV. Average Complaints Processing Time to Completion (In Days)

All Investigations	290
1. Hearing Not Requested	195
2. Hearing Requested	346 ⁱ

Final Actions by Agency	
1. Processing Time Without a Hearing/FAD	291
2. Processing Time With a Hearing/Final Order	465 ⁱⁱ
V. Dismissals	
Number of Dismissals	4
Average Days Pending At the Time of Dismissal	152
VI. Withdrawals	
Number of Complaints Withdrawn by Complainants	
VII. Findings of Discrimination	
Findings Rendered with a Hearing	
Number of Findings	0
Percentage of Findings	
Findings Rendered without a Hearing	
Number of Findings	0
Percentage of Findings	
Issues of Findings of Discrimination	
Number of Issues	0
Percentage of Issues	
Number of Issues Involving a Hearing	0
Percentage of Issues Involving a Hearing	
Bases of Findings of Discrimination	
Number of Bases	0
Percentage of Bases	
Number of Bases Involving a Hearing	0
Percentage of Bases Involving a Hearing	
VIII. Pending Complaints Carried Over From Previous FYs	
Number of Complaints Pending Any Length of Time This FY Carried Over From Previous FYs where hearing was not requested	33
1. Number of Individuals Filing These Complaints	30
2. Number of These Complaints Currently Pending	19
Status of These Cases:	
1. Investigation	0
2. Final Agency Action	6
3. Hearing	10
4. Appeal	3
IX. Complaints Pending Any Length of Time This Fiscal Year Not Investigated Within 180 Days (plus any authorized extensions)	6 ⁱⁱⁱ

ⁱ Approximately half of the cases pending at hearing are FY05 and FY06 cases.

ⁱⁱ The cases closed at hearing included FY04, FY05 and FY06 cases.

ⁱⁱⁱ External investigators investigated three of the six cases. Also, three of the investigations were completed timely; however, the sanitization of those cases was not completed prior to the end of the investigative period because of other work commitments of the classification office.