

| Complaint Activity | Comparative Data | | | | | |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------|------|------|------|------|----------------|
| | Previous Fiscal Year Data | | | | | |
| | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 thru 9-30 |
| Number of Complaints Filed | 68 | 57 | 59 | 60 | 55 | 38 |
| Number of Complainants | 66 | 52 | 52 | 54 | 50 | 36 |
| Repeat Filers | 1 | 4 | 7 | 4 | 4 | 2 |
| | | | | | | |
| | | | | | | |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | |
| | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 thru 9-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 25 | 26 | 19 | 22 | 27 | 17 |
| Color | 8 | 4 | 7 | 12 | 8 | 4 |
| Religion | 5 | 3 | 3 | 4 | 3 | 0 |
| Reprisal | 26 | 22 | 34 | 35 | 29 | 17 |
| Sex | 26 | 25 | 28 | 30 | 24 | 15 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 9 | 4 | 4 | 3 | 6 | 3 |
| Equal Pay Act | 0 | 2 | 2 | 0 | 0 | 0 |
| Age | 30 | 20 | 30 | 34 | 24 | 14 |
| Disability | 30 | 23 | 25 | 26 | 22 | 17 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 2 | 1 | 1 | 1 | 1 |
| | | | | | | |
| | | | | | | |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | |
| | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 thru 9-30 |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | | | | | | |
| Appointment/Hire | 1 | 1 | 1 | 0 | 2 | 2 |
| Assignment of Duties | 2 | 1 | 2 | 1 | 3 | 2 |
| Awards | 0 | 0 | 0 | 1 | 1 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 1 | 0 | 0 | 0 |
| Reprimand | 1 | 2 | 5 | 2 | 0 | 0 |
| Removal | 1 | 0 | 4 | 0 | 2 | 0 |
| Suspension | 2 | 4 | 7 | 6 | 2 | 3 |
| Other | 2 | 3 | 5 | 5 | 7 | 3 |
| Duty Hours | 0 | 0 | 1 | 0 | 0 | 1 |
| Evaluation Appraisal | 10 | 5 | 8 | 3 | 2 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 27 | 28 | 22 | 29 | 23 | 21 |
| Sexual | 3 | 2 | 2 | 2 | 1 | 2 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 2 | 0 | 2 | 1 | 0 | 0 |
| Promotion/Non-Selection | 16 | 13 | 9 | 12 | 12 | 8 |
| Reassignment | | | | | | |
| Denied | 4 | 3 | 3 | 0 | 1 | 0 |
| Directed | 1 | 2 | 0 | 0 | 5 | 0 |
| Reasonable Accommodation | 7 | 7 | 13 | 3 | 5 | 5 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 1 | 0 | 0 | 0 | 0 | 0 |
| Termination | 11 | 11 | 7 | 4 | 7 | 2 |
| Terms/Conditions of Employment | 3 | 2 | 6 | 3 | 2 | 1 |
| Time and Attendance | 2 | 3 | 8 | 5 | 2 | 2 |
| Training | 0 | 2 | 3 | 2 | 0 | 0 |
| Other | 5 | 9 | 7 | 8 | 12 | 5 |

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|-----------------|---|-----|---|---|---|-----|---|---|---|---|---|---|
| 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 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 1 | 100 | 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 Act | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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|---------------------------------|---|-----|---|---|---|---|---|---|---|---|---|-----|
| Findings Without Hearing | 1 | | 0 | | 0 | | 0 | | 0 | | 1 | |
| 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| Sex | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|-----------------------------------------------------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|-----------------------|----------|
| Findings of Discrimination Rendered by Issue | FY07 | | FY08 | | FY09 | | FY10 | | FY11 | | FY12 thru 9-30 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| | | | | | | | | | | | | |
| Total Number Findings | 2 | | 0 | | 1 | | 0 | | 0 | | 1 | |
| 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 | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | |
| Non-Sexual | 0 | | 0 | | 0 | | 0 | | 0 | | 1 | 100 |
| Sexual | 0 | | 0 | | 1 | 100 | 0 | | 0 | | 0 | |
| Medical Examination | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Pay (Including Overtime) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Promotion/Non-Selection | 1 | 50 | 0 | | 0 | | 0 | | 0 | | 0 | |
| Reassignment | | | | | | | | | | | | |
| Denied | 1 | 50 | 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 | 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 | |

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|-------------------------------|---|-----|---|--|---|-----|---|--|---|--|---|--|
| Findings After Hearing | 1 | | 0 | | 1 | | 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 | | | | | | | | | | | | |
| 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 | |
| Evaluation Appraisal | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Examination/Test | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Sexual | 0 | | 0 | | 1 | 100 | 0 | | 0 | | 0 | |
| Medical Examination | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Pay (Including Overtime) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Promotion/Non-Selection | 1 | 100 | 0 | | 0 | | 0 | | 0 | | 0 | |

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|---------------------------------|----------|-----|----------|----------|----------|----------|----------|----------|----------|----------|---|-----|
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 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 |
| Time and Attendance | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings Without Hearing | 1 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| Appointment/Hire | 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 |
| Awards | 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 |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Removal | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Examination/Test | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| Sexual | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 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 |
| Promotion/Non-Selection | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reinstatement | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 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 |
| Time and Attendance | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 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 | | | | | |
|-------------------------------------------------------------|---------------------------------------------|------|------|------|------|----------------|
| | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 thru 9-30 |
| | Total complaints from previous Fiscal Years | 63 | 64 | 42 | 42 | 48 |
| Total Complainants | 47 | 62 | 39 | 37 | 45 | 38 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 1 | 2 |
| ROI issued, pending Complainant's action | | | 0 | 0 | 0 | 0 |
| Hearing | 14 | 0 | 0 | 12 | 12 | 15 |
| Final Action | 27 | 0 | 0 | 0 | 0 | 0 |
| Appeal with EEOC Office of Federal Operations | 27 | 12 | 14 | 21 | 13 | 15 |

| Complaint Investigations | Comparative Data Previous Fiscal Year Data | | | | | |
|--------------------------|----------------------------------------------------------------------|------|------|------|------|----------------|
| | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 thru 9-30 |
| | Pending Complaints Where Investigations Exceeds Required Time Frames | 1 | 1 | 1 | 2 | 1 |