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

## **DECA**

For 3rd Quarter 2012 for period ending June 30, 2012

	Comparative Data						
Complaint Activity		2012 Sat					
	2007	2008	2009	2010	2011	30-Jun	
Number of Complaints Filed	84	67	73	111	136	107	
Number of Complainants	81	64	68	108	134	106	
Repeat Filers	7	4	2	3	2	1	
		•	Compara	tive Data		•	
Complaints by Basis		Previou	s Fiscal Y			2012 Sat	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may	2007	2008	2009	2010	2011	30-Jun	
not equal total complaints filed.							
Race	51	32	36	56	56	51	
Color	12	11	16	19	18	18	
Religion	6	5	1	1	3	6	
Reprisal	28	23	32	37	53	35	
Sex	37	24	45	58	59	59	
National Origin	14	7	17	22	22	10	
Equal Pay Act	0	0	0	0	0	0	
Age	20	16	25	36	29	29	
Disability	16	15	22	30	38	34	
Non-EEO	1	1	0	0	0	0	
		•	Compara	tive Data		•	
Complaints by Issue		Previou	s Fiscal Y			2012 Sat	
Note: Complaints can be filed alleging multiple bases.	2007	2008	2009	2010	2011	30-Jun	
The sum of the bases may not equal total complaints	2007	2008	2009	2010	2011		
<i>filed.</i> Appointment/Hire	7	2	5	7	6	7	
Assignment of Duties	4	3	0	8	6	4	
Awards	0	0	2	1	1	1	
Conversion to Full-time	1	0	0	0	0	0	
Disciplinary Action							
Demotion	1	2	0	1	0	3	
Reprimand	3	2	1	6	16	7	
Suspension	7	8	1	5	11	4	
Removal	4	2	2	0	0	0	
Other	4	1	2	5	4	1	
Duty Hours	1	12	6	14	24	25	
Evaluation Appraisal	10	3	12	20	20	16	
Examination/Test	0	0	0	0	0	0	

Harassment						
Non-Sexual	23	20	31	42	52	38
Sexual	5	3	9	3	10	5
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	2	1	4	0	1
Promotion/Non-Selection	15	8	10	27	21	19
Reassignment		_		ı		
Denied	2	0	1	3	1	0
Directed	2	3	4	8	5	1
Reasonable Accommodation	4	2	1	9	11	5
Reinstatement	1	0	0	0	0	0
Retirement	1	0	0	0	0	0
Termination	7	11	11	5	15	7
Terms/Conditions of						
Employment	3	7	5	8	2	2
Time and Attendance	5	4	1	3	4	3
Training	2	1	3	14	10	7
Other	2	1	0	4	1	0
			_	tive Data		
Processing Time		Previous	s Fiscal Y			2012 Sat
	2007	2008	2009	2010	2011	30-Jun
Complaints pending during	2001	2000	2003	2010	2011	Jo-Juli
fiscal year						
Average number of days in						
investigation	166.09	125.55	201.7	192.1	214.16	267.38
Average number of days in final						
action	164.31	34.12	88.32	56.89	47.16	79.28
Complaint pending during		1				
fiscal year where hearing was						
requested						
Average number of days in						
investigation	106.89	33.03	184.91	182.1	207.58	292.5
Average number of days in final						
action	82.2	36	40.57	73.79	30.17	24.14
Complaint pending during						
fiscal year where hearing was						
not requested						
Average number of days in						
investigation	236.74	196.56	217.08	200.95	218.44	255.37
Average number of days in final						
action	222.96	32.25	106.89	21.22	53.74	100.72
			Compara	tive Data		
Complaints Dismissed by		Previous	s Fiscal Y	ear Data		2012
Agency						Sat
	2007	2008	2009	2010	2011	30-Jun
Total Complaints Dismissed by						
Agency	25	28	22	23	38	23
Average days pending prior to						
dismissal	41	30	21	195	98	46
Complaints Withdrawn by						
Complainants						
Total Complaints Withdrawn by		_	_			, -
Complainants	11	7	7	11	20	16

	Previous Fiscal Year Data											
Total Final Agency Actions											2	2012
Finding Discrimination			1								1	Sat
ag 2		2007 2008 2009				2010 201			_			
Total Niveshay Findings	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings Without Hearing	1	100	0	0	3 0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	3	100	2	100	1	100	1	100
With Fleating	0		<u> </u>		arative Da			100	<u> </u>	100	Ľ	100
Findings of Discrimination											2	012
Rendered by Basis	Previous Fiscal Year Data											Sat
-												-Jun
Note: Complaints can be filed alleging multiple bases.	2007 2008				2009 2010 2					011		
The sum of the bases may	,,	0,	,,	0,	,,	0/	,,	0/	,,	۵,	,,	0/
not equal total complaints	#	%	#	%	#	%	#	%	#	%	#	%
and findings. Total Number Findings	1		0		3		2		1		1	
Race	0	0	0	0	1	33	0	0	1	100	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	1	33	2	100	0	0	0	0
Sex	0	0	0	0	1	33	0	0	1	100	1	100
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	1	100	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 After Hearing	0		0		3		2		1		1	
Race	0	0	0	0	1	33	0	0	1	100	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	1	33 33	0	100	0	0 100	0	0 100
Sex 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 Without Hearing	1		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	0	0	0	0	0	0	0	0	0	0
Sex	0	0	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	1	100	0	0	0	0	0	0	0	0	0	0
Disability Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
INOIFEEU	U	U	U	_	_	·	U	U	U	U	U	U
					arative Da						2	012
Findings of Discrimination			Previ	ous Fisca	I Year Dat	ta						Sat
Rendered by Issue	20	07	20	08	2009		2010			2011		Sat I-Jun
	#	%	#	%	#	%	#	%	#	_	#	%
Total Number Findings	1	,,,	0	,,,	3	,3	2	/3	1	70	1	,,
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									
Demotion	0	0	0	0	0	0	0 0	0 0	0 0
Reprimand	0	0	0	0	0	0	1 50	0 0	0 0
Suspension	0	0	0	0	1	33	0 0	0 0	0 0
Removal	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
Evaluation Appraisal	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
Harassment							1010	1010	1010
Non-Sexual	0	0	0	0	0	0	1 50	0 0	0 0
Sexual	0	0	0	0	0	0	0 0	0 0	1 100
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	0 0	1 100	0 0
Reassignment							101 0	111100	
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	1	33	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
Termination	1	100	0	0	1	33	0 0	0 0	0 0
Terms/Conditions of	- '	100	U	U	ı	33	0 0	10 0	0 0
	0	0	0	0	0	0	0 0	0 0	0 0
Employment Time and Attendance	0	0	0	0	0	0	0 0	0 0	0 0
<b>.</b>	1				0				
Training Other - User Defined	0	0	0	0		0	0 0	0 0	0 0
Other - Oser Delined	0	0	0	0	0	U	101 0	0 0	
Findings After Hearing	0		0		3		2	111	[1]
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
Conversion to Full-time	0	0	0	0	0	0	0 0	0 0	0 0
		U	U	U	U	U	101 0	1010	101 0
Disciplinary Action		0	0	0		0	101 0	TO I O	
Demotion	0	0	0	0	0	0	0 0	0 0	0 0
Reprimand	1		0				1 50	0 0	
Suspension	0	0	0	0	1	33	0 0	0 0	0 0
Removal	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
Evaluation Appraisal		0	0	0	0	0	0 0	0 0	0 0
Examination/Test	0		_	•	,			-1010	0 0
	0	0	0	0	0	0	0 0	0 0	
Harassment	0	0							
Non-Sexual	0	0	0	0	0	0	1 50	0 0	0 0
Non-Sexual Sexual	0 0 0	0 0 0	0	0	0 0	0	1 50	0 0	0 0 1 100
Non-Sexual Sexual Medical Examination	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0	1 50 0 0 0 0	0 0 0 0 0 0	0 0 1 100 0 0
Non-Sexual Sexual Medical Examination Pay (Including Overtime)	0 0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	1 50 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 1 100 0 0 0 0
Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection	0 0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	0 0	1 50 0 0 0 0	0 0 0 0 0 0	0 0 1 100 0 0 0 0
Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment	0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	1 50 0 0 0 0 0 0	0 0 0 0 0 0 0 0 1 100	0 0 1 100 0 0 0 0 0 0
Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	1 50 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 1 100	0 0 1 100 0 0 0 0 0 0
Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	1 50 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 1 100	0 0 1 100 0 0 0 0 0 0 0 0
Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	1 50 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 1 100	0 0 1 100 0 0 0 0 0 0 0 0 0 0
Non-Sexual Sexual Medical Examination Pay (Including Overtime) Promotion/Non-Selection Reassignment Denied Directed	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	1 50 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 1 100	0 0 1 100 0 0 0 0 0 0 0 0

Termination	0	0	0	0	1	33	0	0	0	0	0	0
Terms/Conditions of									$\Box$		Ħ	
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	0	0	0	0	0	0
Other - Oser Delined					U		U		IO		101	
Findings Without Hooring	1 4			Ī	^				ΙΛΙ		ΙΛΙ	
Findings Without Hearing	1	_	0		0		0	_	0	_	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												
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
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Evaluation Appraisal	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
Harassment							, ~		ت	Ť		
Non-Sexual	0	0	0	0	0	0	0	0	0	0	О	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
L.	0			0	0	0	0	0	0	0	0	0
Pay (Including Overtime)		0	0	0	0	0	_					
Promotion/Non-Selection	0	0	0	U	U	0	0	0	0	0	0	0
Reassignment							1		1 .		TAT	
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	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
Termination	1	100	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	0	0	0	0	0	0
				tive Data			۳		اٽا	Ů	101	
Pending Complaints Filed in						2012	1					
Previous Fiscal Years by		Previou	s Fiscal Y	ear Data		Sat						
Status	2007	2000	2009	2010	2011							
Total complaints from provious	2007	2008	2009	2010	2011	30-Jun	-					
Total complaints from previous	00	75	00	00	404	404						
Fiscal Years	90	75	69	62	101	124	4					
Total Complainants	84	72	63	59	98	121	4					
Number complaints pending												
						_						
Investigation	0	1	1	1	0	3						
ROI issued, pending												
Complainant's action	0	0	0	0	0	2						
Hearing	14	22	20	25	37	58						
Final Agency Action	3	6	2	1	3	5						
Appeal with EEOC Office of												
Federal Operations	0	0	0	0	0	0						
·		•		tive Data		•						
						2012						
Complaint Investigations		Previou	s Fiscal Y	ear Data		Sat						
	2007	2008	2009	2010	2011	30-Jun						
Pending Complaints Where	2001	2000	2003	2010	2011	JU-JUII						
• .	Ī			Ī								
HUNDGHUNINUG EALDEN BRUHLING												
Investigations Exceed Required Time Frames	2	6	0	6	14	16						