



Federal Mediation & Conciliation Service

No FEAR Act Report Through 9/30/2011

Complaint Activity	Historical Data					
	2006	2007	2008	2009	2010	2011
1) Number of Complaints Filed	2	5	3	2	3	1
2) Number of Complainants	2	4	3	2	2	1
3) Number of Individuals Filing More Than Once	0	1	0	0	0	0

Complaint Basis	Historical Data					
	2006	2007	2008	2009	2010	2011
4) Total Complaints	0	2	1	6	0	1
A) Race	0	0	0	1	0	1
i) Black	0	0	0	1	0	1
ii) White	0	0	0	0	0	0
iii) American Indian / Alaskan Native	0	0	0	0	0	0
iv) Asian / Pacific Islander	0	0	0	0	0	0
B) Color	0	0	0	2	0	0
C) Sex-Male (EPA claims included)	0	0	0	0	0	0
D) Sex-Female (EPA claims included)	0	0	0	0	0	0
E) Religion	0	1	1	1	0	0
F) National Origin	0	0	0	1	0	0
G) Age	0	0	0	0	0	0
H) Disability	0	0	0	0	0	0
i) Mental	0	0	0	0	0	0
ii) Physical	0	0	0	0	0	0
I) Reprisal / Retaliation for Previous EEO Activity	0	1	0	1	0	0



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Complaint Issue	Historical Data					
	2006	2007	2008	2009	2010	2011
5) Total EEO Complaints	2	9	3	2	0	2
A) Appointment/Hire	1	2	2	2	0	0
B) Assignment of Duties	0	1	0	0	0	0
C) Awards	0	1	0	0	0	0
D) Conversion to Full-Time	0	0	0	0	0	1
E) Disciplinary Action	0	1	0	0	0	1
i) Demotion	0	0	0	0	0	0
ii) Reprimand	0	0	0	0	0	1
iii) Suspension	0	0	0	0	0	0
iv) Removal	0	0	0	0	0	0
F) Duty Hours	1	1	0	0	0	0
G) Evaluation / Appraisal	0	0	0	0	0	0
H) Examination / Test	0	0	0	0	0	0
I) Harassment	0	0	0	0	0	0
i) Non-Sexual	0	0	0	0	0	0
ii) Sexual	0	0	0	0	0	0
J) Medical Examination	0	0	0	0	0	0
K) Pay (Including Overtime)	0	0	0	0	0	0
L) Promotion / Non-Selection	0	2	1	0	0	0
M) Reassignment	0	0	0	0	0	0
i) Denied	0	0	0	0	0	0
ii) Directed	0	0	0	0	0	0
N) Reasonable Accommodation	0	0	0	0	0	0
O) Reinstatement	0	0	0	0	0	0
P) Retirement	0	0	0	0	0	0
Q) Termination	0	0	0	0	0	0
R) Terms / Conditions of Employment	0	1	0	0	0	0
S) Time and Attendance	0	0	0	0	0	0
T) Training	0	0	0	0	0	0
U) Other	0	0	0	0	0	0

Processing Time & Disposition	Historical Data					
	2006	2007	2008	2009	2010	2011
6) Number of Complete Counseling	2	5	3	2	3	1
A) Average Number of Days to Fully Investigate a Formal Complaint	180	200	200	200	200	200
B) Average Number of Days to Issue a Final Decision When No EEOC Hearing Requested	180	180	180	180	180	180
7) Number of Final Actions Completed	1	5	3	1	1	0
A) Number of Final Actions Without A Hearing	1	3	2	1	1	0
B) Number of Final Actions After Hearing	0	2	1	0	1	0
8) Total Number of Complaints Dismissed	1	0	0	0	0	0
9) Average Length of Time to Dismiss	260	0	0	260	363	0



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Final Actions by Basis	Historical Data					
	2006	2007	2008	2009	2010	2011
10) Total	0	0	0	0	0	0
A) Race	0	0	0	0	0	0
B) Color	0	0	0	0	0	0
C) Sex-Male	0	0	0	0	0	0
D) Sex-Female	0	0	0	0	0	0
E) Religion	0	0	0	0	0	0
F) National Origin	0	0	0	0	0	0
G) Age	0	0	0	0	0	0
H) Disability	0	0	0	0	0	0
I) Retaliation	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0
J) Race	0	0	0	0	0	0
K) Color	0	0	0	0	0	0
L) Sex-Male	0	0	0	0	0	0
M) Sex-Female	0	0	0	0	0	0
N) Religion	0	0	0	0	0	0
O) National Origin	0	0	0	0	0	0
P) Age	0	0	0	0	0	0
Q) Disability	0	0	0	0	0	0
R) Retaliation	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0
S) Race	0	0	0	0	0	0
T) Color	0	0	0	0	0	0
U) Sex-Male	0	0	0	0	0	0
V) Sex-Female	0	0	0	0	0	0
W) Religion	0	0	0	0	0	0
X) National Origin	0	0	0	0	0	0
Y) Age	0	0	0	0	0	0
Z) Disability	0	0	0	0	0	0
AA) Retaliation	0	0	0	0	0	0



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Final Actions by Issue	Historical Data						
	All Types	2006	2007	2008	2009	2010	2011
11) Total		0	0	0	0	0	0
A) Appointment/Hire		0	0	0	0	0	0
B) Assignment of Duties		0	0	0	0	0	0
C) Awards		0	0	0	0	0	0
D) Conversion to Full-Time		0	0	0	0	0	0
E) Disciplinary Action		0	0	0	0	0	0
i) Demotion		0	0	0	0	0	0
ii) Reprimand		0	0	0	0	0	0
iii) Suspension		0	0	0	0	0	0
iv) Removal		0	0	0	0	0	0
F) Duty Hours		0	0	0	0	0	0
G) Evaluation / Appraisal		0	0	0	0	0	0
H) Examination / Test		0	0	0	0	0	0
I) Harassment		0	0	0	0	0	0
i) Non-Sexual		0	0	0	0	0	0
ii) Sexual		0	0	0	0	0	0
J) Medical Examination		0	0	0	0	0	0
K) Pay (Including Overtime)		0	0	0	0	0	0
L) Promotion / Non-Selection		0	0	0	0	0	0
M) Reassignment		0	0	0	0	0	0
i) Denied		0	0	0	0	0	0
ii) Directed		0	0	0	0	0	0
N) Reasonable Accommodation		0	0	0	0	0	0
O) Reinstatement		0	0	0	0	0	0
P) Retirement		0	0	0	0	0	0
Q) Termination		0	0	0	0	0	0
R) Terms / Conditions of Employment		0	0	0	0	0	0
S) Time and Attendance		0	0	0	0	0	0
T) Training		0	0	0	0	0	0
U) Other		0	0	0	0	0	0



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Final Actions by Issue (continued)	Historical Data					
	2006	2007	2008	2009	2010	2011
V) Appointment/Hire	0	0	0	0	0	0
W) Assignment of Duties	0	0	0	0	0	0
X) Awards	0	0	0	0	0	0
Y) Conversion to Full-Time	0	0	0	0	0	0
Z) Disciplinary Action	0	0	0	0	0	0
i) Demotion	0	0	0	0	0	0
ii) Reprimand	0	0	0	0	0	0
iii) Suspension	0	0	0	0	0	0
iv) Removal	0	0	0	0	0	0
AA) Duty Hours	0	0	0	0	0	0
AB) Evaluation / Appraisal	0	0	0	0	0	0
AC) Examination / Test	0	0	0	0	0	0
AD) Harassment	0	0	0	0	0	0
i) Non-Sexual	0	0	0	0	0	0
ii) Sexual	0	0	0	0	0	0
AE) Medical Examination	0	0	0	0	0	0
AF) Pay (Including Overtime)	0	0	0	0	0	0
AG) Promotion / Non-Selection	0	0	0	0	0	0
AH) Reassignment	0	0	0	0	0	0
i) Denied	0	0	0	0	0	0
ii) Directed	0	0	0	0	0	0
AI) Reasonable Accommodation	0	0	0	0	0	0
AJ) Reinstatement	0	0	0	0	0	0
AK) Retirement	0	0	0	0	0	0
AL) Termination	0	0	0	0	0	0
AM) Terms / Conditions of Employment	0	0	0	0	0	0
AN) Time and Attendance	0	0	0	0	0	0
AO) Training	0	0	0	0	0	0
AP) Other	0	0	0	0	0	0



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Final Actions by Issue (continued)	Historical Data					
	2006	2007	2008	2009	2010	2011
Findings Without Hearing						
AQ) Appointment/Hire	0	0	0	0	0	0
AR) Assignment of Duties	0	0	0	0	0	0
AS) Awards	0	0	0	0	0	0
AT) Conversion to Full-Time	0	0	0	0	0	0
AU) Disciplinary Action	0	0	0	0	0	0
i) Demotion	0	0	0	0	0	0
ii) Reprimand	0	0	0	0	0	0
iii) Suspension	0	0	0	0	0	0
iv) Removal	0	0	0	0	0	0
AV) Duty Hours	0	0	0	0	0	0
AW) Evaluation / Appraisal	0	0	0	0	0	0
AX) Examination / Test	0	0	0	0	0	0
AY) Harassment	0	0	0	0	0	0
i) Non-Sexual	0	0	0	0	0	0
ii) Sexual	0	0	0	0	0	0
AZ) Medical Examination	0	0	0	0	0	0
BA) Pay (Including Overtime)	0	0	0	0	0	0
BB) Promotion / Non-Selection	0	0	0	0	0	0
BC) Reassignment	0	0	0	0	0	0
i) Denied	0	0	0	0	0	0
ii) Directed	0	0	0	0	0	0
BD) Reasonable Accommodation	0	0	0	0	0	0
BE) Reinstatement	0	0	0	0	0	0
BF) Retirement	0	0	0	0	0	0
BG) Termination	0	0	0	0	0	0
BH) Terms / Conditions of Employment	0	0	0	0	0	0
BI) Time and Attendance	0	0	0	0	0	0
BJ) Training	0	0	0	0	0	0
BK) Other	0	0	0	0	0	0

Pending Complaints	Historical Data					
	2006	2007	2008	2009	2010	2011
12) Total	0	2	2	1	1	0
A) Individuals Filing	2	4	2	2	0	0
B) Number complaints pending	1	4	2	1	1	0
i) Notification / Counseling	0	0	0	0	0	0
ii) Investigation	0	3	0	0	0	0
iii) Hearing	1	1	1	1	1	0
iv) Final Action	0	0	0	0	0	0
v) Appeal with EEOC	0	0	1	0	0	0
C) Investigations Exceeding Required Time	2	3	3	2	0	0