

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

U.S. Fish and Wildlife Service: FWS (and below)

For 4th Quarter 2012 for period ending September 30, 2012

Mixed Cases are Included in this report

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	21	23	19	14	30	36
Number of Complainants	21	23	19	14	30	36
Repeat Filers	0	0	0	0	0	0
<ol style="list-style-type: none"> 1. Number of complaints: This is based on the number of complaints filed during the Fiscal Year. 2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year. 3. Repeat Filers: This is based on the number of complainants who filed more than one complaint during the Fiscal Year. 						

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	7	4	2	1	7	10
Color	3	2	1	0	4	4
Religion	1	3	1	0	0	0
Reprisal	8	14	10	6	17	19
Sex	9	3	8	2	15	10
PDA	0	0	0	0	0	0
National Origin	2	3	1	0	2	5
Equal Pay Act	0	0	0	0	0	1
Age	9	9	5	4	11	12
Disability	9	7	2	9	12	13
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	1	1	0	1	7	1

Assignment of Duties	2	2	4	1	6	8
Awards	0	0	0	0	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	2	1	1	1	4
Suspension	0	1	2	2	2	4
Removal	1	0	1	0	1	1
Other	0	3	0	0	0	0
Duty Hours	0	0	0	0	1	2
Evaluation Appraisal	1	5	6	2	5	7
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	8	10	4	4	12	14
Sexual	0	0	1	0	2	2
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	0	0	0	0	0	1
Promotion/Non-Selection	6	2	3	2	4	8
Reassignment						
Denied	0	0	0	0	0	1
Directed	1	2	1	0	1	0
Reasonable Accommodation	0	2	0	3	2	4
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	1	0
Termination	4	1	3	2	2	4
Terms/Conditions of Employment	0	2	3	5	0	5
Time and Attendance	1	2	1	0	0	3
Training	0	0	1	0	1	4
Other	5	9	2	0	1	4

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	240.00	231.87	214.33	204.00	162.77	177.24
Average number of days in final action	104.12	91.88	163.33	74.33	130.58	106.23
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	227.40	189.23	178.25	228.33	161.58	188.57
Average number of days in final action	33.00	33.00	15.75	26.50	7.00	11.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	271.50	264.47	255.57	189.40	164.20	171.57
Average number of days in final action	222.67	105.46	217.00	98.25	141.82	123.45
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	2	3	0	0	0	7
Average days pending prior to dismissal	351	127	0	0	0	105
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	2	3	2	0	1

Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2012 Through 09-30		
	2007		2008		2009		2010		2011		#	%	
	#	%	#	%	#	%	#	%	#	%			
Total Number Findings	0		2		3		0		0		0		
Without Hearing	0	0	0	0	2	67	0	0	0	0	0	0	
With Hearing	0	0	2	100	1	33	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2012 Through 09-30		
	<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2007		2008		2009		2010		2011		#	%
		#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		2		3		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	1	33	0	0	0	0	0	0	
Sex	0	0	1	50	2	67	0	0	0	0	0	0	
PDA	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	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	
Genetics	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		2		1		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	1	50	1	100	0	0	0	0	0	0
PDA	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	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
Genetics	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	0		0		2		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	1	50	0	0	0	0	0	0
Sex	0	0	0	0	1	50	0	0	0	0	0	0
PDA	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	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
Genetics	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	Comparative Data											
	Previous Fiscal Year Data										2012 Through 09-30	
	2007		2008		2009		2010		2011		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		2		3		0		0		0	
Appointment/Hire	0	0	1	50	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	1	50	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												
Non-Sexual	0	0	0	0	2	67	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	33	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
Findings After Hearing	0		2		1		0		0		0	
Appointment/Hire	0	0	1	50	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	1	50	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												
Non-Sexual	0	0	0	0	1	100	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												

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	0	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	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
Findings Without Hearing	0		0		2		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												
Non-Sexual	0	0	0	0	1	50	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
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	50	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2012 Through 09-30						
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	24	30	28	20	20	32						
Total Complainants	21	29	28	20	20	32						
Number complaints pending												
Investigation	<u>2</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>						
ROI issued, pending Complainant's action	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>						
Hearing	<u>7</u>	<u>5</u>	<u>6</u>	<u>4</u>	<u>2</u>	<u>14</u>						
Final Agency Action	<u>1</u>	<u>4</u>	<u>1</u>	<u>2</u>	<u>1</u>	<u>2</u>						
Appeal with EEOC Office of Federal Operations	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>6</u>						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	3	1	3	0	0	1

Pending Complaints Filed in Previous Fiscal Years by Status:

Number of Complaints Pending Investigation: This represents the date an investigation started through the end of the Fiscal Year.

ROI Issued, Pending complainant's action: This represents the date an Investigation ended through the end of the Fiscal Year.

Number of Complaints Pending Hearing: This represents the date a Hearing Request was received through the end of the Fiscal Year.

Final Agency Action: This represents the date a Request for a Final Agency Decision (FAD) is received through the end of the Fiscal Year.

Appeal with EEOC Office of Federal Operations: This represents the number of complainants who filed Appeals with the EEOC, Office of Federal Operations.