

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

National Park Service: NPS (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	77	67	86	89	87	114
Number of Complainants	76	67	84	89	87	113
Repeat Filers	1	0	2	0	0	1
<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. <p style="text-align: center;">Complaints by Basis</p>	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	27	24	38	32	27	33
Color	16	10	7	7	9	13

Religion	2	2	6	3	6	2
Reprisal	45	36	44	39	49	54
Sex	24	25	28	33	28	35
PDA	0	0	0	0	0	0
National Origin	10	4	10	15	13	9
Equal Pay Act	2	3	1	1	1	2
Age	23	18	24	30	28	45
Disability	14	23	24	22	26	28
Genetics	0	0	0	0	1	0
Non-EEO	1	3	2	1	2	2

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	10	12	10	15	10	15
Assignment of Duties	17	12	14	17	11	16
Awards	3	2	8	1	3	3
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	1	1
Reprimand	2	2	5	2	10	8
Suspension	3	3	6	7	2	5
Removal	0	0	2	2	1	2
Other	4	7	9	5	7	13
Duty Hours	6	5	3	2	1	2
Evaluation Appraisal	9	11	17	14	10	21
Examination/Test	0	0	2	1	1	1

Harassment						
Non-Sexual	34	23	37	29	34	37
Sexual	3	5	1	3	5	9
Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	1	1	4	4	1	4
Promotion/Non-Selection	10	6	20	11	11	17
Reassignment						
Denied	0	1	2	2	2	0
Directed	1	4	4	3	1	1
Reasonable Accommodation	6	8	10	6	10	13
Reinstatement	0	0	0	0	0	0
Retirement	0	1	1	1	2	1
Termination	7	3	14	9	10	14
Terms/Conditions of Employment	23	10	19	18	17	23
Time and Attendance	11	9	10	8	15	13
Training	3	7	9	7	4	7
Other	7	11	10	14	10	8
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	329.81	392.91	214.82	229.17	294.03	350.31
Average number of days in final action	118.19	135.36	235.80	87.54	89.41	129.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	336.74	345.58	220.11	233.71	307.93	360.18
Average number of days in final action	41.10	28.05	20.85	9.00	36.18	28.21

Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	314.62	437.15	205.76	220.50	253.70	336.41
Average number of days in final action	188.27	206.91	323.53	154.86	126.00	212.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2012 Through 09-30
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	10	13	7	7	4	7
Average days pending prior to dismissal	402	205	181	269	152	558

Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	7	6	7	6	5	5

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		1		1		2		1		0	
Without Hearing	0	0	0	0	1	100	1	50	0	0	0	0
With Hearing	0	0	1	100	0	0	1	50	1	100	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Through 09-30	
	2007		2008		2009		2010		2011			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	0		1		1		2		1		0
Race	0	0	0	0	0	0	1	50	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	50	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	50	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	1	50	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		1		0		1		1		0	
Race	0	0	0	0	0	0	1	100	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	100	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	1	100	1	100	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	1	100	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		1		1		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	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	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	1	100	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		1		1		2		1		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	1	100	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	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	1	50	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	1	100	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	1	100	0	0	0	0	0	0
Findings After Hearing	0		1		0		1		1		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	1	100	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	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	1	100	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	1	100	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		1		1		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	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2012 Through 09-30
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011		
Total complaints from previous Fiscal Years	183	181	145	122	150	166	
Total Complainants	147	147	130	115	145	159	
Number complaints pending							
Investigation	28	2	2	2	9	12	
ROI issued, pending Complainant's action	3	0	0	1	3	2	
Hearing	50	60	52	62	69	42	
Final Agency Action	25	26	0	4	9	6	
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	16	
Complaint Investigations	Comparative Data						2012 Through 09-30
	Previous Fiscal Year Data						
	2007	2008	2009	2010	2011		
Pending Complaints Where Investigations Exceed Required Time Frames	47	7	5	9	34	42	

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.