

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Department of the Interior (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	262	289	283	314	290	352
Number of Complainants	258	274	270	310	290	348
Repeat Filers	13	13	5	4	0	4
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
	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>	2007	2008	2009	2010	2011	

Race	82	106	98	89	93	104
Color	36	33	23	24	37	42
Religion	10	14	19	11	18	14
Reprisal	138	144	142	139	156	171
Sex	104	106	109	130	108	136
Pregnancy Discrimination Act (PDA)	0	0	0	0	0	1
National Origin	47	37	38	47	47	47
Equal Pay Act	4	5	2	1	2	2
Age	88	105	98	97	106	134
Disability	57	67	64	71	79	109
Genetics	0	0	0	0	1	1
Non-EEO	3	6	3	10	7	9
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	29	40	30	42	40	38
Assignment of Duties	34	33	33	35	31	48
Awards	6	6	14	6	8	8
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	2	1	2	3
Reprimand	7	11	12	11	24	30
Suspension	12	9	12	19	15	17
Removal	3	3	13	6	5	3

Other	13	12	12	8	16	21
Duty Hours	12	8	6	6	7	8
Evaluation Appraisal	25	43	36	34	38	49
Examination/Test	0	1	2	2	1	0
Harassment						
Non-Sexual	102	111	105	114	123	142
Sexual	10	12	11	15	13	17
Medical Examination	0	1	1	0	1	1
Pay (Including Overtime)	5	10	6	5	3	10
Promotion/Non-Selection	46	49	61	42	37	51
Reassignment						
Denied	2	3	3	2	2	4
Directed	13	13	11	10	9	4
Reasonable Accommodation	12	16	17	16	20	28
Reinstatement	1	1	1	1	1	0
Retirement	2	3	1	2	8	1
Termination	25	17	35	39	34	38
Terms/Conditions of Employment	25	23	32	39	35	58
Time and Attendance	18	17	20	19	22	22
Training	9	11	15	14	12	18
Other	31	27	20	26	19	20
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	219.75	255.71	155.30	261.52	245.43	213.26

in investigation												
Average number of days in final action	160.95	170.21	245.38	100.77	109.90	151.78						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	121.82	114.52	31.01	248.60	261.89	285.37						
Average number of days in final action	37.12	26.07	30.07	35.86	36.88	46.41						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	300.28	339.76	249.01	281.64	213.24	258.42						
Average number of days in final action	259.69	259.63	331.21	146.84	161.32	204.47						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012 Through 09-30	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	33	50	38	28	33	30						
Average days pending prior to dismissal	304	197	303	268	308	147.80						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	25	24	19	21	23	23						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012 Through 09-30	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		5		11		10		9		3	
Without Hearing	1	20	0	0	6	55	6	60	3	33	2	67

With Hearing	4	80	5	100	5	45	4	40	6	67	1	33
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	5		5		11		10		9		3	
Race	3	60	1	20	2	18	4	40	3	33	0	0
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	2	40	0	0	1	10	0	0	0	0
Reprisal	4	80	3	60	6	55	4	40	3	33	2	67
Sex	3	60	2	40	5	45	5	50	3	33	2	67
Pregnancy Discrimination Act (PDA)	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	3	30	1	11	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	18	3	30	2	22	1	33
Disability	0	0	0	0	0	0	2	20	2	22	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	4		5		5		4		6		1	
Race	3	75	1	20	1	20	3	75	3	50	0	0
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	2	40	0	0	0	0	0	0	0	0
Reprisal	3	75	3	60	2	40	1	25	2	33	1	100

Sex	3	75	2	40	2	40	2	50	1	17	1	100
Pregnancy Discrimination Act (PDA)	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	1	17	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	40	1	25	0	0	0	0
Disability	0	0	0	0	0	0	1	25	1	17	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	1		0		5		6		3		2	
Race	0	0	0	0	0	0	1	17	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	17	0	0	0	0
Reprisal	1	100	0	0	4	80	3	50	1	33	1	50
Sex	0	0	0	0	2	40	3	50	2	67	1	50
Pregnancy Discrimination Act (PDA)	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	2	33	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	2	33	2	67	1	50
Disability	0	0	0	0	0	0	1	17	1	33	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	5		5		11		10		9		3	
Appointment/Hire	0	0	2	40	1	9	2	20	1	11	1	33
Assignment of Duties	0	0	0	0	2	18	0	0	1	11	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	1	20	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	9	2	20	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	20	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	20	1	9	0	0	1	11	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	2	22	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	40	0	0	5	45	1	10	2	22	1	33
Sexual	0	0	0	0	1	9	1	10	0	0	1	33
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	1	20	1	20	2	18	1	10	3	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	9	1	10	1	11	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	11	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	2	20	1	11	0	0
Terms/Conditions of Employment	0	0	0	0	1	9	0	0	1	11	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	9	0	0	0	0	0	0
Other - User Defined	1	20	0	0	0	0	0	0	1	11	0	0
Findings After Hearing	4		5		5		4		6		1	
Appointment/Hire	0	0	2	40	1	20	2	50	1	17	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	1	25	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	20	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	20	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	50	0	0	3	60	1	25	1	17	1	100
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	1	25	1	20	0	0	0	0	3	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	20	1	25	1	17	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	17	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	20	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	1	17	0	0
Findings Without Hearing	1		0		6		6		3		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	50
Assignment of Duties	0	0	0	0	2	33	0	0	1	33	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	1	17	2	33	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	1	17	0	0	1	33	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	33	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	33	0	0	1	33	0	0
Sexual	0	0	0	0	1	17	1	17	0	0	1	50
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	2	33	1	17	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	1	33	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	2	33	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	1	17	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	1	100	0	0	0	0	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	524	519	486	426	490	507						
Total Complainants	437	446	438	393	473	348						
Number complaints pending												
Investigation	57	30	31	10	26	25						

ROI issued, pending Complainant's action	4	0	1	3	3	3
Hearing	143	143	160	156	177	234
Final Agency Action	63	78	20	33	37	84
Appeal with EEOC Office of Federal Operations	1	0	0	0	1	84
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	117	62	67	40	66	73

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.