

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174

Complaint Activity Sec. 1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)										2012 thru 9/30/12
	Previous Fiscal Year Data										
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	
Number of Complaints Filed	46	39	33	26	21	28	37	30	33	21	25
Number of Complainants	43	38	30	26	19	23	36	26	33	21	24
Repeat Filers	2	1	3	0	2	3	1	3	1	0	1
Complaints by Basis Sec. 1614.704 (d)	Comparative Data (Sec. 1614.705)										2012 thru 9/30/12
	Previous Fiscal Year Data										
	2002	2003	2004	2005	2006	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	19	12	13	11	7	6	24	12	13	4	9
Color	1	0	1	1	1	0	1	4	1	2	2
Religion	8	0	2	0	1	0	1	0	0	0	2
Reprisal	24	24	23	14	12	21	20	21	20	11	13
Sex	17	16	13	7	3	11	20	16	10	12	7
PDA	0	0	0	0	0	0	0	0	0	0	0
National Origin	6	6	4	6	3	7	4	7	9	4	3
Equal Pay Act	0	0	0	0	0	1	0	1	1	0	1
Age	9	12	8	9	7	5	12	13	9	7	7
Disability	12	8	9	5	4	22	15	11	14	7	14
Genetic Information	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	1
Non-EEO basis	0	0	0	0	0	0	0	0	0	3	1
Complaints by Issue Sec. 1614.704 (e)	Comparative Data (Sec. 1614.705)										2012 thru 9/30/12
	Previous Fiscal Year Data										
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>											
Appointment/Hire	3	2	1	1	0	5	6	14	1	5	1
Assignment of Duties	1	4	5	4	2	4	0	3	3	4	3
Awards	4	2	1	1	0	1	1	1	1	0	1
Conversion to Full-time	0	0	0	0	0	0	1	0	0	0	0

Disciplinary Action											
Demotion	2	0	0	0	0	5	0	0	1	0	1
Reprimand	3	1	1	0	0	1	0	2	2	2	0
Removal	1	0	1	0	2	1	1	6	3	0	0
Suspension	0	2	0	2	0	0	1	0	1	2	1
Other	0	0	1	1	0	0	0	0	1	0	0
Duty Hours	1	0	0	0	2	0	0	0	0	0	0
Evaluation Appraisal	6	7	9	2	1	11	11	4	6	2	1
Examination/Test	0	0	1	0	0	0	0	0	0	0	0
Harassment											
Non-Sexual	18	13	12	11	6	8	14	3	13	3	13
Sexual	1	1	0	0	0	0	1	0	1	3	1
Medical Examination	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	2	2	0	0	0	2	3	2	1	0	2
Promotion/Non-Selection	16	8	4	4	3	4	29	17	12	1	0
Reassignment											
Denied	2	3	1	0	0	0	0	0	0	0	1
Directed	1	2	1	2	2	0	0	1	1	0	1
Reasonable Accommodation	7	3	3	1	2	7	7	3	5	2	6
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	1	0	0	0	2	1	1	0	0	0
Termination	3	0	0	0	0	5	6	7	2	2	1
Terms/Conditions of Employment	10	5	9	9	6	13	9	7	6	6	7
Time and Attendance	0	1	3	1	0	0	0	1	0	1	0
Training	1	1	1	2	0	0	8	5	4	3	0
Other	0	12	3	2	7	6	2	6	0	0	3
Processing Time	Comparative Data (Sec. 1614.705)										2012 thru 9/30/12
Sec. 1614.704(f) the average length of time it has taken an agency to complete, respectively, investigation and final action for:	Previous Fiscal Year Data										
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	
Complaints pending (for any length of time) during fiscal year											
Average number of days in investigation	248.47	241.76	144.70	152.61	180.83	109.91	172.17	222.51	229.54	340.59	240.08

stage												
Average number of days in final action stage	96.81	132.60	156.84	155.63	174.69	128.75	144.75	131.18	92.53	215.13	205.67	
Complaints pending (for any length of time) during fiscal year where hearing was requested												
Average number of days in investigation stage	300.95	292.94	331.73	222.42	204.80	196.20	204.73	180.00	235.40	165.60	239.86	
Average number of days in final action stage	89.90	78.67	96.60	42.08	98.40	37.00	135.50	35.80	55.00	40.00	30.00	
Complaints pending (for any length of time) during fiscal year where hearing was not requested												
Average number of days in investigation stage	312.68	372.95	241.87	196.06	181.55	75.13	167.79	236.32	226.35	109.66	240.33	
Average number of days in final action stage	105.44	151.68	196.13	231.33	208.91	212.58	137.86	153.67	94.23	105.28	381.33	

Complaints Dismissed by Agency	Comparative Data (Sec. 1614.705)											2012 thru 9/30/12
	Previous Fiscal Year Data											
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011		
Total Complaints Dismissed by Agency	9	2	4	3	4	1	1	3	0	4		5
Average days pending prior to dismissal	376.30	238.00	82.00	119.00	74.75	51.00	140.00	60.67	100.00	82.00		161.40
Complaints Withdrawn by Complainants												
Total complaints Withdrawn by Complainants	4	5	10	4	2	0	2	4	1	2		1

Total Final Actions Finding Discrimination (Sec. 1614.704(i))	Comparative Data (Sec. 1614.705)																		2012 thru 9/30/12		
	Previous Fiscal Year Data																				
	2002		2003		2004		2005		2006		2007		2008		2009		2010			2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		#	%
Total Number Findings	1		1		1		0		1		0		0		0		0		0		0
Without Hearing	0		0		0		0		0		0		0		0		0		0		0
With Hearing	1	100.00%	1	100.00%	1	100.00%	0		1	100.00%	0		0		0		0		0		0

Findings of Discrimination Rendered by Basis	Comparative Data (Sec. 1614.705)																				2012 thru 9/30/12	
	Previous Fiscal Year Data																					
	2002		2003		2004		2005		2006		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	1		1		1		0		1		0		0		0		0		0		0	
Race			1	100%																		
Color																						
Religion																						
Reprisal																						
Sex			1	100%	1	100%																
National Origin					1	100%																
Equal Pay Act																						
Age			1	100%																		
Disability	1	100%							1	100%												
Genetic Information																						
Non-EEO																						
Findings After Hearing	1		1		1		0		1		0		0		0		0		0		0	
Race			1	100%																		
Color																						
Religion																						
Reprisal																						
Sex			1	100%	1	100%																
National Origin					1	100%																
Equal Pay Act																						
Age			1	100%																		
Disability									1	100%												
Genetic Information																						
Non-EEO																						
Findings Without	0		0		0		0		0		0		0		0		0		0		0	

Hearing																			
Race																			
Color																			
Religion																			
Reprisal																			
Sex																			
National Origin																			
Equal Pay Act																			
Age																			
Disability																			
Genetic Information																			
Non-EEO																			

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)																				2012 thru 9/30/12
	Previous Fiscal Year Data																				
	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	

Total Number Findings	1		1		1		0		1		0		0		0		0		0		0		0	
Appointment/Hire																								
Assignment of Duties																								
Awards									1	100%														
Conversion to Full-time																								

Disciplinary Action

Demotion																								
Reprimand																								
Suspension																								
Removal																								
Other																								
Duty Hours																								
Evaluation Appraisal																								
Examination/Test																								

Harassment

Non-Sexual																								
Sexual																								

Medical Examination																			
Pay (Including Overtime)																			
Promotion/Non-Selection			1	100%															
Reassignment																			
Denied																			
Directed																			
Reasonable Accommodation	1	100%																	
Reinstatement																			
Retirement																			
Termination																			
Terms/Conditions of Employment						1	100%												
Time and Attendance																			
Training																			
Other																			
Findings After Hearing	1		1		1		0		1		0		0		0		0		0
Appointment/Hire																			
Assignment of Duties																			
Awards										1	100%								
Conversion to Full-time																			
Disciplinary Action																			
Reprimand																			
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Sexual																				
Medical Examination																				
Pay (Including Overtime)																				
Promotion/Non-Selection			1	100%																
Reassignment																				
Denied																				
Directed																				
Reasonable Accommodation					1	100%														
Reinstatement																				
Retirement																				
Termination																				
Terms/Conditions of Employment	1	100%																		
Time and Attendance																				
Training																				
Other																				
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire																				
Assignment of Duties																				
Awards																				
Conversion to Full-time																				
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Termination																			
Terms/Conditions of Employment																			
Time and Attendance																			
Training																			
Other																			

Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))	Comparative Data (Sec. 1614.705)											2012 thru 9/30/12
	Previous Fiscal Year Data											
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011		
Total complaints from previous Fiscal Years	63	60	56	36	24	15	27	50	46	34	23	
Total Complainants	57	53	53	32	24	15	24	40	38	29	20	
Number complaints pending												
Investigation	33	25	10	6	8	4	11	19	0	0	0	
ROI Issued, Pending Complainant's Actions	0	0	0	0	0	0	0	0	0	0	1	
Hearing	30	12	20	16	9	5	9	15	10	9	6	
Final Agency Action	0	20	15	10	10	6	7	16	6	1	3	
Appeal with EEOC Office of Federal Operations	*	*	6	8	7	7	5	5	9	11	17	

*Column corrected by 2 complaints that were settled during FY 2008 at the hearing stage but were not inputted into the complaint database.

Complaint Investigations	Comparative Data (Sec. 1614.705)											2012 thru
	Previous Fiscal Year Data											

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	9/30/12
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	0	1	2	1