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

PH-DCMA (and below)

For 4th Quarter 2011 for period ending September 30, 2011

Mixed Cases are Included in this report.

Comparative Data								
		Previous	s Fiscal Y	ear Data		2011 Thru		
Complaint Activity	2006	2007	2008	2009	2010	30-Sep		
Number of Complaints Filed	36	34	36	35	29	25		
Number of Complainants	33	29	32	35	28	25		
Repeat Filers	3	4	3	0	1	0		
		(Compara	tive Data	1			
Complaints by Basis		Previou	s Fiscal Y	ear Data		2011 Thru		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2006	2007	2008	2009	2010	30-Sep		
Race	11	19	11	15	10	12		
Color	7	9	4	7	2	3		
Religion	0	1	0	3	0	1		
Reprisal	18	14	21	11	14	6		
Sex	17	17	14	17	12	15		
PDA	0	0	0	0	0	0		
National Origin	5	3	9	5	3	3		
Equal Pay Act	1	0	0	1	0	0		

Age	14	18	17	16	10	13
Disability	12	10	11	10	9	3
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
		(Compara	tive Data)	
Complaints by Issue		Previou	s Fiscal Y	ear Data		2011 Thru
Note: Complaints can be filed alleging						20 500
multiple bases.	2006	2007	2008	2009	2010	30-Sep
The sum of the bases may not equal total	2006	2007	2008	2009	2010	
complaints filed.						
Appointment/Hire	0	0	2	2	2	3
Assignment of Duties	1	2	2	3	5	0
Awards	1	0	2	1	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	0	3	1	0	1	0
Suspension	0	1	2	1	0	3
Removal	0	0	0	1	0	0
Other	0	0	1	2	0	2
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	2	3	3	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	4	3	13	9	7
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	2	0	0	1	0	1
Promotion/Non-Selection	16	16	12	11	5	7
Reassignment						
Denied	1	0	0	0	1	2
Directed	3	1	4	1	2	0

Reasonable Accommodation	3	5	4	7	1	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	2	0	0
Termination	2	1	2	3	2	1
Terms/Conditions of Employment	10	8	17	9	12	4
Time and Attendance	1	3	2	6	2	1
Training	1	0	1	3	2	2
Other	0	0	0	0	0	0
			Compara	tive Data)	
		Previous	s Fiscal Y	ear Data		2011 Thru
Processing Time	2006	2007	2008	2009	2010	30-Sep
Complaints pending during fiscal year			L			
Average number of days in investigation	251.61	206.93	274.86	285.59	282.8	258
Average number of days in final action	92.38	88.05	100.17	275.21	33.92	229.8
Complaint pending during fiscal year where	hearing v	vas reque	ested			
Average number of days in investigation	269.33	193.91	262.47	288.07	282.46	197.2
Average number of days in final action	19.45	29	19.75	14.5	14.62	85
Complaint pending during fiscal year where	hearing v	vas not re	equested			
Average number of days in investigation	233.89	254.67	327.5	274	283.43	318.8
Average number of days in final action	254.44	253.4	261	564.89	72.5	266
		(Compara	tive Data	1	
		Previous	s Fiscal Y	ear Data		2011
		- Tevious	, , , , , , , , , , , , , , , , , , ,			Thru
Complaints Dismissed by Agency	2006	2007	2008	2009	2010	30-Sep
Total Complaints Dismissed by Agency	11	5	5	0	4	3
Average days pending prior to dismissal	252	46	197	0	27	44
Complaints With	ndrawn b	y Compla	inants			•
Total Complaints Withdrawn by						
Complainants	3	6	7	0	10	1

				Compar	ative Da	ta						
			Previo	us Fiscal	Year Dat	а)11 1ru
Total Final Agency Actions Finding	20	006	20	07	20	800	20	009	20	010	30-	Sep
Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	0	0	0	0	0	0
				Compar	ative Da	ta						
Findings of Discrimination Rendered by Basis			Previo	us Fiscal	Year Dat	а)11 1ru
Note: Complaints can be filed alleging multiple bases.	2006 2007 2008 2009 2010 3							30-Se				
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		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	1	100	0	0	0	0	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
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
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
Genetics	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	1		0		0		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
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	1	100	0	0	0	0	0)	0 (0 0	0
Sex	0	0	0	0	0	0	0)	0 (0 0	0
PDA	0	0	0	0	0	0	0)	0 (0 0	0
National Origin	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
Age	0	0	0	0	0	0	0)	0 (0 0	0
Disability	0	0	0	0	0	0	0)	0 (0 0	0
Genetics	0	0	0	0	0	0	0)	0 (0 0	0
Non-EEO	0	0	0	0	0	0	0)	0 (0 0	0
Findings Without Hearing	0		0		0		0		0	0	,
Race	0	0	0	0	0	0			0 (
Color	0	0	0	0	0	0		_	0 (0
Religion	0	0	0	0	0	0)	0 (0 0	0
Reprisal	0	0	0	0	0	0	0)	0 (0 0	0
Sex	0	0	0	0	0	0	0)	0 (0 0	0
PDA	0	0	0	0	0	0			0 (-	
National Origin	0	0	0	0	0	0			0 (0 0	0
Equal Pay Act	0	0	0	0	0	0)	0 (0 0	0
Age	0	0	0	0	0	0	0)	0 (0 0	0
Disability	0	0	0	0	0	0	0)	0 (0 0	0
Genetics	0	0	0	0	0	0	0)	0 (0 0	0
Non-EEO	0	0	0	0	0	0	0)	0 (0 0	0
				Compar	ative Da	ta					
			Previo	us Fiscal	Year Dat	а					2011
							_				Γhru
Findings of Discrimination Rendered by		06	_	07		08		_			0-Sep
Issue	#	%	#	%	#	%	# 9	_	_	_	
Total Number Findings	1		0	_	0		0	-	0	0	
Appointment/Hire	0	0	0	0	0	0		_	0 (_	_
Assignment of Duties	0	0	0	0	0	0			0 (_	_
Awards	1	100	0	0	0	0		_	0 (_	_
Conversion to Full-time	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				I	I					1		
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	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 After Hearing	1		0		0		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	1	100	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	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		0		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

Number complaints pending Investigation	5	4	4	1	2	4						
Total Complainants	51	43	41	42	49	37						
Total complaints from previous Fiscal Years	0	0	0	0	0	0						
Years by Status	2006	2007	2008	2009	2010	30-Sep						
Pending Complaints Filed in Previous Fiscal		Previous	s Fiscal Y	ear Data		Thru						
			•			2011						
			Compara	tive Data	<u> </u>				-	-	-	
Other - User Defined	0	0	0	0	0	0	_		_	0	0	0
Training	0	0	0	0	0	0			_	0	0	0
Time and Attendance	0	0	0	0	0	0		_	_	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	_	_	0	0	0	0
Termination	0	0	0	0	0	0	_	_	_	0	0	0
Retirement	0	0	0	0	0	0	_	_	_	0	0	0
Reinstatement	0	0	0	0	0	0		_		0	0	0
Reasonable Accommodation	0	0	0	0	0	0			_	0	0	0
Directed	0	0	0	0	0	0	-	-+	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	U	U	U	U	U	U	<u> </u>	<u>ر</u>	J	U	U	<u> </u>
Promotion/Non-Selection	0	0	0	0	0	0			_	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	\vdash	_	0	0	0	0
Medical Examination	0	0	0	0	0	0	_	_	-+	0	0	0
Sexual	0	0	0	0	0	0	\vdash		_	0	0	0
Harassment Non-Sexual	0	0	0	0	0	0	0	<u>.</u> Т	<u>л</u> Г	۸ ا	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0		_	_	0	0	0
Duty Hours	0	0	0	0	0	0			_	0	0	0
Other	0	0	0	0	0	0		_	_	0	0	0
Removal	0	0	0	0	0	0		_	0	0	0	0
Suspension	0	0	0	0	0	0		_	_	0	0	0
Reprimand	0	0	0	0	0	0		_	_	0	0	0

ROI issued, pending Complainant's	Ī									
action	0	0	0	0	0	0				
Hearing	10	7	12	18	14	8				
Final Agency Action	7	3	6	1	3	3				
Appeal with EEOC Office of Federal										
Operations	11	18	14	10	8	8				
			Compara	tive Data	1					
		Previous Fiscal Year Data 2011 Thru								
Complaint Investigations	2006	2007	2008	2009	2010	30-Sep				
Pending Complaints Where Investigations	1									
Exceed Required Time Frames	16	10	10		9	15	l			