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

PH-DCMA (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Mixed Cases are Included in this report.

			Comparat	ive Data					
Complaints by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age			2012 Thru						
Complaint Activity	2007	2008	2009	2010	2011	31-Dec			
Number of Complaints Filed	34	36	35	29	25	14			
Number of Complainants	29	32	35	28	25	14			
Repeat Filers	4	3	0	1	0	0			
	Comparative Data								
Complaints by Basis		Previo	ıs Fiscal Yea	r Data		2012 Thru			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	31-Dec			
Race	19	11	15	10	12	8			
Color	9	4	7	2	3	3			
Religion	1	0	3	0	1	2			
Reprisal	14	21	11	14	6	2			
Sex	17	14	17	12	15	3			
PDA	0	0	0	0	0	0			
National Origin	3	9	5	3	3	3			
Equal Pay Act	0	0	1	0	0	0			
Age	18	17	16	10	13	7			
Disability	10	11	10	9	3	5			
Genetics	0	0	0	0	0	1			

Non-EEO	0	0	0	0	0	1				
			Comparat	ive Data						
Complaints by Issue	Previous Fiscal Year Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	31-Dec				
Appointment/Hire	0	2	2	2	3	1				
Assignment of Duties	2	2	3	5	0	2				
Awards	0	2	1	0	1	1				
Conversion to Full-time	0	0	0	0	0	0				
Disciplinary Action										
Demotion	0	0	1	0	0	0				
Reprimand	3	1	0	1	0	3				
Suspension	1	2	1	0	3	1				
Removal	0	0	1	0	0	0				
Other	0	1	2	0	2	1				
Duty Hours	0	0	0	0	0	1				
Evaluation Appraisal	1	2	3	3	2	3				
Examination/Test	0	0	0	0	0	0				
Harassment										
Non-Sexual	4	3	13	9	7	5				
Sexual	0	1	0	0	0	0				
Medical Examination	0	0	0	0	0	0				
Pay (Including Overtime)	0	0	1	0	1	0				
Promotion/Non-Selection	16	12	11	5	7	2				
Reassignment										
Denied	0	0	0	1	2	0				
Directed	1	4	1	2	0	0				
Reasonable Accommodation	5	4	7	1	1	2				
Reinstatement	0	0	0	0	0	0				
Retirement	0	1	2	0	0	0				
Termination	1	2	3	2	1	2				
Terms/Conditions of Employment	8	17	9	12	4	0				
Time and Attendance	3	2	6	2	1	1				

Training	0	1	3	2	2	1	1							
Other	0	0	0	0	0	0	1							
		•	Comparat	ive Data		•								
		Previo	ıs Fiscal Yea	^r Data		2012 Thru								
Processing Time	2007	2008	2009	2010	2011	31-Dec								
Complaints pending during fiscal year														
Average number of days in investigation	206.93	274.86	285.59	282.8	258	384.2								
Average number of days in final action	88.05	100.17	275.21	33.92	229.8	36.5								
Complaint pending during fiscal year where hearing was reque	ested		•	•	•	•	1							
Average number of days in investigation	193.91	262.47	288.07	282.46	197.2	377.5	1							
Average number of days in final action	29	19.75	14.5	14.62	85	0								
Complaint pending during fiscal year where hearing was not re	equested	•	•	•	•	•								
Average number of days in investigation	254.67	327.5	274	283.43	318.8	411	1							
Average number of days in final action	253.4	261	564.89	72.5	266	36.5								
		•	1											
		Previo	ıs Fiscal Yea	^r Data		2012 Thru								
Complaints Dismissed by Agency	2007	2008	2009	2010	2011	31-Dec								
Total Complaints Dismissed by Agency	5	5	0	4	3	0								
Average days pending prior to dismissal	46	197	0	27	44	0	1							
Complaints W	ithdrawn by C	omplainants					1							
Fotal Complaints Withdrawn by Complainants	6	7	0	10	1	0								
· · · · · · · · · · · · · · · · · · ·				Compar	ative Data									
										20)12			
			Previ	ous Fiscal Ye	ar Data					Th	nru			
	20	007	20	08	2	009	2010	20)11		Dec			
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	# %	#		#	%			
Total Number Findings	0		0		0		0	0		0				
Without Hearing	0	0	0	0	0	0	0 0	0	0	0	0			
With Hearing	0	0	0	0	0	0	0 0	0	0	0	0			
-		•		Compar	ative Data	•				<u> </u>				
										20)12			
Findings of Discrimination Rendered by Basis			Previ	ous Fiscal Ye	ar Data					Thru				
Note: Complaints can be filed alleging multiple bases.	20	007	20	08	2	009	2010	20)11	31-Dec				

The sum of the bases may not equal total complaints and		%		%	ш	%		0/		%		0/
findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		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	0	0	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	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		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	0	0	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	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		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	0	0	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	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				
		•		Compar	ative Data	•	•		•							
			Drovi	ious Fiscal Ye	ar Data						20	012				
			rievi	ous riscar re							Thru					
	20	07	20	800	2	009	20)10	20)11	31	-Dec				
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%				
Total Number Findings	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				
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	U	U												
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	_							
Pay (Including Overtime)	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	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
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
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
			Comparat	ive Data								
		Previou	ıs Fiscal Yea	r Data		2012						
		rieviot		Thru								
Pending Complaints Filed in Previous Fiscal Years by Status	2007	2008	2009	2010	2011	31-Dec						
Total complaints from previous Fiscal Years	0	0	0	0	0	0						
Total Complainants	43	41	42	49	37	39						
Number complaints pending												
Investigation	4	4	1	2	4	14						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	7	12	18	14	8	9						
Final Agency Action	3	6	1	3	3	3						
Appeal with EEOC Office of Federal Operations	18	14	10	8	8	9			_			
			Comparat	ive Data								
		Proviou	ıs Fiscal Yea	r Data		2012						
		FIEVIO	is riscai i cai	Data		Thru						
Complaint Investigations	2007	2008	2009	2010	2011	31-Dec						
Pending Complaints Where Investigations Exceed Required												
Time Frames	10	10	7	9	15	10						