

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: PH-DCMA (and below)

For 1st Quarter 2013 for period ending December 31, 2012

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Dec
	2008	2009	2010	2011	2012	
Number of Complaints Filed	36	35	29	25	44	11
Number of Complainants	32	35	28	25	41	11
Repeat Filers	3	0	1	0	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Dec
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	11	15	10	12	24	3
Color	4	7	2	3	6	0
Religion	0	3	0	1	2	0
Reprisal	21	11	14	6	10	1
Sex	14	17	12	15	14	6
PDA	0	0	0	0	0	0
National Origin	9	5	3	3	10	3
Equal Pay Act	0	1	0	0	0	0
Age	17	16	10	13	17	4
Disability	11	10	9	3	14	1
Genetics	0	0	0	0	1	0
Non-EEO	0	0	0	0	1	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Dec
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	2	2	2	3	4	0
Assignment of Duties	2	3	5	0	2	1
Awards	2	1	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	1	0
Reprimand	1	0	1	0	4	0
Suspension	2	1	0	3	2	1
Removal	0	1	0	0	1	0
Other	1	2	0	2	4	1
Duty Hours	0	0	0	0	2	1
Evaluation Appraisal	2	3	3	2	4	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	13	9	7	14	4
Sexual	1	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	1	0	0
Promotion/Non-Selection	12	11	5	7	9	3
Reassignment						
Denied	0	0	1	2	0	0
Directed	4	1	2	0	0	0
Reasonable Accommodation	4	7	1	1	4	0
Reinstatement	0	0	0	0	0	0
Retirement	1	2	0	0	0	0
Termination	2	3	2	1	3	0
Terms/Conditions of Employment	17	9	12	4	0	0
Time and Attendance	2	6	2	1	3	0
Training	1	3	2	2	1	0
Other	0	0	0	0	2	0
Comparative Data						

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	
	Comparative Data												
	Previous Fiscal Year Data						2013 Thru 31-Dec						
Pending Complaints Filed in Previous Fiscal Years by Status	2008	2009	2010	2011	2012								
Total complaints from previous Fiscal Years	0	0	0	0	0	0							
Total Complainants	41	42	49	37	39	43							
Number complaints pending													
Investigation	4	2	2	5	2	12							
ROI issued, pending Complainant's action	0	0	0	0	1	3							
Hearing	12	18	14	8	14	21							
Final Agency Action	6	1	2	2	2	2							
Appeal with EEOC Office of Federal Operations	14	10	8	8	10	11							
	Comparative Data												
	Previous Fiscal Year Data						2013 Thru 31-Dec						
Complaint Investigations	2008	2009	2010	2011	2012								
Pending Complaints Where Investigations Exceed Required Time Frames	9	5	12	17	12	9							