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

U.S. Fish and Wildlife Service: FWS (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

Mixed Cases are Included in this report

	Comparative Data										
Complaint Activity	Previous Fiscal Year Data 2017 2008 2009 2010 2011 2012 Thru										
	2007	2008	2009	2010	2011	-	2 Inru	03-31			
Number of Complaints Filed	21	23	19	14	30		14				
Number of Complainants	21	23	19	14	30		14	l			
Repeat Filers	0	0	0	0	0		0				
 Number of complaints: Ton the number of complain during the Fiscal Year. Number of Complainants represents the number of complainants who filed or during the Fiscal Year. Repeat Filers: This is base number of complainants more than one compliant Fiscal Year. Complaints by Base	ints filed a: This fomplaint sed on the who filed during t	ss ne	Previo		mpara			2012 Thru			
Note: Complaints can be filed multiple bases. The sum of the not equal total complaints file	bases i	_	2007	2008	2009	2010	2011	03- 31			
Race	7 4 2 1 7										
Color			3	2	1	0	4	2			

Religion	1	3	1	0	0	0
Reprisal	0	0	0	0	0	7
Sex	9	3	8	2	15	3
PDA	0	0	0	0	0	0
National Origin	2	3	1	0	2	2
Equal Pay Act	0	0	0	0	0	0
Age	9	9	5	4	11	5
Disability	9	7	2	9	12	5
Genetics	0	0	0	0	0	0
Non-EEO	0	0	1	0	0	0
		Co	ompara	tive D	ata	
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	2012
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	Thru 03- 31
Appointment/Hire	1	1	0	1	7	0
Appointment/Hire Assignment of Duties	2	2	0 4	1	7 6	3
Assignment of Duties	2	2	4	1	6	3
Assignment of Duties Awards	2 0	2	4	0	6	3
Assignment of Duties Awards Conversion to Full-time	2 0	2	4	0	6	3
Assignment of Duties Awards Conversion to Full-time Disciplinary Action	2 0 0	0 0	0 0	0 0	6 0 0	3 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	0 0	0 0	0 0	0 0	6 0 0	3 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand	2 0 0	2 0 0	4 0 0	1 0 0	6 0 0	3 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension	2 0 0 0	2 0 0 2 1	4 0 0 1 2	1 0 0 1 2	6 0 0 2 2	3 0 0 0
Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand Suspension Removal	2 0 0 0 0 0	2 0 0 2 1 0	4 0 0 1 2	1 0 0 1 2	6 0 0 2 2 1	3 0 0 0 1 1

TT 4											
Harassment										J	
Non-Sexual				8	10		4	4	13	3	
Sexual			(O	0		1	0	2	0	
Medical Examination			()	0		0	0	1	0	
Pay (Including Overtime)			()	0		0	0	0	0	
Promotion/Non-Selection	motion/Non-Selection						3	2	5	4	
Reassignment											
Denied			(C	0		0	0	0	1	
Directed				1	2		1	0	1	0	
Reasonable Accommodatio	n		()	2		0	3	2	0	
Reinstatement			()	0		0	0	0	0	
Retirement			()	1		0	0	1	0	
Termination			4	4	1		3	2	2	2	
Terms/Conditions of Emplo	yment		()	2		3	5	0	0	
Time and Attendance				1	2		1	0	0	0	
Training			()	0		1	0	1	1	
Other				5	9		2	0	1	3	
				Co	mpa	rati	ive Da	nta		<u>'</u>	
Processing Time		Previo	ous	Fisc	cal Y	ear	Data		2	012	
	2007	2008	8	20	009	20	010	2011		ru 03. 31	
Complaints pending during	fiscal year	<u> </u>									
Average number of days in investigation	241.55	225.4	1 1	203	3.41	20	5.19	162.69	9 16	64.62	
Average number of days in final action	104.12	24	156	5.31	17	0.71	130.58	3 13	36.40		

Note: Complaints can be file	ed .		20	007	2	200	8	2	009	2	2010	2	011	Thru 03-31				
Findings of Discriminat Rendered by Basis					Pre	vio			cal \					2012				
With Hearing	0		0	2	100	U	1	33	0 para	0	e Da	0	0	0				
Without Hearing	0	+	0	0	0		2	67		0	0	0	0	0				
Total Number Findings	0			2			3		0		0		0					
	#		%	#	%		#	%	#	%	#	%	#	%				
Total Final Agency Action Finding Discrimination		20	07		v10u 2008)09	ear 20	Da)10	T)11		2012 ru 03- 31				
				 -					arati					0012				
Total Complaints Withdrawn Complainants	by		1		2			3	2		0		(0				
Compla	ints V	Vi	thd	rav	vn b	y (Coı	mpl	aina	nts								
Average days pending prior t dismissal	0		351	1	127	7	(0	0		0		12	21				
Total Complaints Dismissed Agency	by		2		3		(0	0		0			3				
Agency			200	7	200	8	20	09	201	10	201			-31				
Complaints Dismissed b	Эy		J	Pre	viou	ıs I			Year			Т	2012	Thru				
days in final action	222.6	57 	12	26.7	79	20:	3.1 —		228.4 para		141 Dat		13	36.40				
Average number of days in investigation Average number of		5.70				243.50		217.79			195.93		162.7		162.77			
Complaint pending during fis	scal ye	ear	wh	ere	hea	rin	g v	vas	not r	equ	este	d 						
Average number of days in final action	33.0	0	3	3.0	0	15	5.75	5	26.5	60	7.0	00		0				
Average number of days in investigation	227.40				17	8.2	5	228.	33	162	.54	17	70.00					

alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		3		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	1	50	1	33	0	0	0	0	0	0
Sex	0	0	1	50	2	67	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		2		1		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	1	50	0	0	0	0	0	0	0	0
Sex	0	0	1	50	1	100	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		2		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	1	50	0	0	0	0	0	0
Sex		0	0	0	0	1	50	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
					C	ompa	ırati	ve D	ata				
Findings of Discrimination		F	rev	ious	Fis	cal Y	Zear	Dat	a			2012	
Rendered by Issue	20	007	20	08	2	009	20	10	20)11	Th	ru (31	J3-
	#	%	#	%	#	%	#	%	#	%	#		%
Total Number Findings	0		2		3		0		0		0		
Appointment/Hire	0	0	1	50	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								I				
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	1	50	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	2	67	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	1	33	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		2		1		0		0		0	
Appointment/Hire	0	0	1	50	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	1	50	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	1	100	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		2		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	1	50	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		ı								ı		
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	1	50	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
									_		0	0
Other - User Defined	0	0	0	0	0	O Com	0 mai	0 rativ	0 e D	0 ata	0	0
Other - User Defined Pending Complaints Filed Previous Fiscal Years by St	in	0					pai	rativ	e D	ata	2	012
Pending Complaints Filed	in			revi		Com	ipai	rativ	e D Oata	ata	2 Th	
Pending Complaints Filed	in atus		P	revi	ous	Com	ipai l Y 9	rativ ear I	e D Data	ata a	2 Th	012 ru 03-
Pending Complaints Filed Previous Fiscal Years by Sta	in atus		P 2007	revi	ous 008	Com Fisca 200	ipai	rativ	e Data	ata a 011	2 Th	012 ru 03- 31
Pending Complaints Filed Previous Fiscal Years by Sta Total complaints from previous Fiscal Years	in atus		P 2007 24	revi	ous 008 30	Com Fisca 200	ipai	rative	e Data	ata a 011 20	2 Th	012 ru 03- 31
Pending Complaints Filed Previous Fiscal Years by Sta Total complaints from previous Fiscal Years Total Complainants	in atus		P 2007 24	revi	ous 008 30	Com Fisca 200	ipai	rative	e Data	ata a 011 20	2 Th	012 ru 03- 31
Pending Complaints Filed Previous Fiscal Years by Sta Total complaints from previous Fiscal Years Total Complainants Number complaints pending	in atus		P 2007 24	revi	ous 008 30	Com Fisca 200 28 28	ipai	rative ear I 2010 20	e Data	ata a 011 20 20	2 Th	012 ru 03- 31 32
Pending Complaints Filed Previous Fiscal Years by Sta Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending	in atus		P 2007 24 21 2	revi	ous 008 30 29	Com Fisca 200 28 28	ipai	2010 20 20	e Data	ata a 011 20 20	Th:	012 ru 03- 31 32
Pending Complaints Filed Previous Fiscal Years by Sta Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action	in atus		P 2007 24 21 2	revi	ous 008 30 29	Com Fisca 200 28 28 0 0	ipai	2010 20 20 0 0	e Data	ata a 011 20 20 0	Th:	012 ru 03- 31 32 32
Pending Complaints Filed Previous Fiscal Years by Sta Total complaints from previous Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing	in		P 2007 24 21 2 0	revi	008 30 29 1 0 5	Com Fisca 200 28 28 0 0 5	ipai	2010 20 20 0 4	e Data	ata a 011 20 20 0 3	Th:	012 ru 03- 31 32 32 0 1

	Pro	Previous Fiscal Year Data								
	2007	2008	2009	2010	2011	Thru 03- 31				
Pending Complaints Where Investigations Exceed Required Time Frames	3	1	3	0	0	0				

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.