

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

## FLETC (and below)

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

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	6	18	13	10	14	3
Number of Complainants	1	11	8	10	13	3
Repeat Filers	0	1	0	1	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	1	5	1	2	0	0
Color	0	0	1	1	1	0
Religion	0	0	2	0	1	0
Reprisal	3	6	8	5	5	2
Sex	1	7	3	3	5	1
National Origin	2	2	3	3	3	0

Equal Pay Act	0	0	0	0	1	0
Age	1	9	3	4	6	1
Disability	1	5	3	1	3	0
Non-EEO	0	0	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Appointment/Hire	0	0	0	0	2	0
Assignment of Duties	0	1	1	2	2	0
Awards	0	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	0	0
Suspension	0	0	1	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	2	0	1	4	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	5	7	3	4	1
Sexual	0	2	0	1	1	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	1	0
Promotion/Non-Selection	1	6	3	3	4	1
<b>Reassignment</b>						
Denied	0	0	0	1	1	0
Directed	0	1	1	1	0	0
Reasonable Accommodation	1	0	0	0	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	1	1	0	1	0
Terms/Conditions of Employment	1	3	0	1	2	0
Time and Attendance	1	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	2	1	3	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru03-31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
Average number of days in investigation	0	200.64	261.11	278.12	256.50	244.71
Average number of days in final action	506.75	426.00	305.00	538.88	0	397.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	197.71	291.00	271.80	266.12	244.71
Average number of days in final	41.00	15.50	14.50	17.80	0	14.00

action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	0	205.75	156.50	288.67	248.80	244.71						
Average number of days in final action	662.00	836.50	886.00	1,407.33	0	588.50						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	1	2	1	8	0	1						
Average days pending prior to dismissal	860	615	5	612	0	1098						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	2	1	0	3	0						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
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
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru03-31</b>	
<i>Note: Complaints can be</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							













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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2012Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total complaints from previous Fiscal Years	15	14	20	22	10	19						
Total Complainants	15	14	18	19	10	19						
<b>Number complaints pending</b>												
Investigation	3	3	3	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	2	1	6	3	7	14						
Final Agency Action	2	1	0	0	0	0						
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	1						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2012Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							

Pending Complaints Where  
Investigations Exceed Required  
Time Frames

4

9

5

2

0

0