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

## USDA (and below)

|   |                  |       | Comparative Data |      |       |       |      |       |     |                     |  |  |  |  |  |
|---|------------------|-------|------------------|------|-------|-------|------|-------|-----|---------------------|--|--|--|--|--|
| <b>Complaint Activity</b>   |                  | Previ | ous I            | Fisc | cal Y | ear ] | Data |       | 2   | 01 <b>2</b> Th06 20 |  |  |  |  |  |
|   | 200              |       | 008              | 20   | 09    | 2010  | ) 2  | 011   | 20  | 012Thru06-30        |  |  |  |  |  |
| Number of Complaints Filed  | plaints Filed 54 |       | 48               | 52   | 29    | 478   | 6    | 528   |     | 392                 |  |  |  |  |  |
| Number of Complainants  | as 48            |       | 417              |      | 94    | 466   | 5    | 512   |     | 381                 |  |  |  |  |  |
| Repeat Filers   | 3                | 3 5   | 50               | 2    | 1     | 7     |      | 12    |     | 7                   |  |  |  |  |  |
|   | nts hy Rasis     |       |                  |      | Co    | mpa   | rati | ve Da | ata |                     |  |  |  |  |  |
| Complaints by Basis   |                  | Pr    | evio             | us l | Fisca | l Ye  | ar D | ata   |     |                     |  |  |  |  |  |
| Note: Complaints can be filed<br>alleging multiple bases.The su<br>of the bases may not equal tota<br>complaints filed. | ım               | 2007  | 200              | 08   | 200   | 9 2   | 010  | 201   | 1   | 2012Thru06-<br>30   |  |  |  |  |  |
| Race  |                  | 187   | 22               | 2    | 181   | 1     | 171  | 227   | 7   | 154                 |  |  |  |  |  |
| Color   |                  | 44    | 43               | 3    | 44    |       | 23   | 38    |     | 39                  |  |  |  |  |  |
| Religion  |                  | 21    | 22               | 2    | 13    |       | 16   | 23    |     | 15                  |  |  |  |  |  |
| Reprisal  |                  | 267   | 28               | 3    | 251   | 51 19 |      | 259   | 9   | 188                 |  |  |  |  |  |
| Sex   |                  | 182   | 19               | 7    | 180   | 0 16  |      | 4 21  |     | 173                 |  |  |  |  |  |
| National Origin   |                  | 42    | 50               | )    | 61    |       | 51   | 61    | Ì   | 47                  |  |  |  |  |  |

For 3rd Quarter 2012 for period ending June 30, 2012

| Equal Pay Act   | 9    | 7        | 3        | 2       | 4       | 3                 |
|---|------|----------|----------|---------|---------|-------------------|
| Age   | 186  | 173      | 169      | 164     | 199     | 127               |
| Disability  | 105  | 100      | 93       | 101     | 113     | 99                |
| Non-EEO   | 24   | 38       | 34       | 43      | 44      | 43                |
|   |      | ·        | Com      | parativ | ve Data |                   |
| Complaints by Issue   | Pro  | evious 1 | Fiscal Y | Year D  | ata     |                   |
| Note: Complaints can be filed<br>alleging multiple bases.The sum<br>of the bases may not equal total<br>complaints filed. | 2007 | 2008     | 2009     | 2010    | 2011    | 2012Thru06-<br>30 |
| Appointment/Hire  | 35   | 30       | 20       | 23      | 41      | 17                |
| Assignment of Duties  | 59   | 57       | 78       | 56      | 71      | 61                |
| Awards  | 10   | 29       | 20       | 13      | 22      | 16                |
| Conversion to Full-time   | 0    | 0        | 0        | 1       | 0       | 1                 |
| Disciplinary Action   |      |          |          |         |         |                   |
| Demotion  | 4    | 3        | 4        | 5       | 3       | 2                 |
| Reprimand   | 15   | 16       | 25       | 15      | 27      | 26                |
| Suspension  | 19   | 28       | 23       | 28      | 23      | 28                |
| Removal   | 8    | 8        | 7        | 6       | 5       | 3                 |
| Other   | 15   | 6        | 11       | 10      | 16      | 18                |
| Duty Hours  | 7    | 9        | 9        | 5       | 5       | 13                |
| Evaluation Appraisal  | 42   | 78       | 65       | 63      | 72      | 35                |
| Examination/Test  | 2    | 2        | 2        | 1       | 1       | 2                 |
| Harassment  |      |          |          |         |         | 8                 |
| Non-Sexual  | 200  | 241      | 241      | 190     | 233     | 223               |
| Sexual  | 19   | 15       | 15       | 13      | 24      | 11                |
| Medical Examination   | 0    | 0        | 0        | 1       | 2       | 2                 |

|   |            |                                  |         |    |       | -      |        |        |  |  |
|---|------------|----------------------------------|---------|----|-------|--------|--------|--------|--|--|
| Pay (Including Overtime)                      |            | 5                                | 10      |    | 5     | 10     | 14     | 5      |  |  |
| Promotion/Non-Selection                       | l          | 143                              | 139     | 1  | 19    | 105    | 140    | 83     |  |  |
| Reassignment                                  |            |                                  |         |    |       |        |        |        |  |  |
| Denied  |            | 7                                | 4       |    | 9     | 5      | 8      | 8      |  |  |
| Directed                                      |            | 34                               | 23      | 3  | 5     | 21     | 22     | 19     |  |  |
| Reasonable Accommodat                         | tion       | 40                               | 36      | 2  | .8    | 35     | 41     | 39     |  |  |
| Reinstatement                                 |            | 1                                | 1       |    | 1     | 3      | 1      | 1      |  |  |
| Retirement                                    |            | 4                                | 3       |    | 6 1   |        | 6      | 2      |  |  |
| Termination                                   |            | 37                               | 16      | 3  | 35 34 |        | 41     | 25     |  |  |
| Terms/Conditions of<br>Employment             |            | 43                               | 51      | 4  | .9    | 39     | 53     | 42     |  |  |
| Time and Attendance                           |            | 38                               | 42      | 3  | 2     | 25     | 34     | 38     |  |  |
| Training                                      |            | 18                               | 40      | 3  | 3     | 25     | 34     | 25     |  |  |
| Other   |            | 70                               | 50      | 5  | 8     | 61     | 76     | 36     |  |  |
|   |            |                                  | Co      | mp | ara   | tive I | Data   |        |  |  |
| <b>Processing Time</b>                        |            | Previous Fiscal Year Data 2012Th |         |    |       |        |        |        |  |  |
|   | 2007       | 2008                             | 2009    |    | 20    | 010    | 2011   | 30     |  |  |
| Complaints pending during                     | ng fiscal  | year                             | 1       |    |       |        |        |        |  |  |
| Average number of<br>days in<br>investigation | 270.18     | 227.47                           | 222.7   | 77 | 310   | 5.38   | 298.81 | 228.45 |  |  |
| Average number of days in final action        | 434.37     | 717.46                           | 661.    | 23 | 417   | 7.56   | 269.71 | 346.22 |  |  |
| Complaint pending during                      | g fiscal y | ear wher                         | e heari | ng | was   | reque  | ested  |        |  |  |
| Average number of<br>days in<br>investigation | 338.59     | 231.69                           | 223.3   | 38 | 282   | 2.30   | 290.47 | 218.65 |  |  |
| Average number of days in final action        | 169.70     | 231.40                           | 243.2   | 21 | 327   | 7.86   | 95.26  | 131.35 |  |  |

| be filed dileging<br>multiple bases. The sum<br>of the bases may not<br>equal total complaints<br>and findings. | #    | %  | #     | %      | #     | %           | #   | %               | #   | %    | #          | %             |  |     |        |  |
|---|------|--|-------|--------|-------|-------------|-----|-----------------|-----|------|------------|---------------|--|-----|--------|--|
| Note: Complaints can<br>be filed alleging   | 20   | 007  | 2     | 008    | 20    | )09         | 2   | 010             | 20  | 11   |            | 30            |  |     |        |  |
| Findings of<br>Discrimination<br>Rendered by Basis  |      |  | Pro   | evio   |       |             | -   | tive l<br>Data  |     | l    | 2012Thru06 |               |  |     |        |  |
| With Hearing  | 4    | 57   | 4     | 50     |       | 18          | 5   | 23              | 3   | 10   | 1          | 50            |  |     |        |  |
| Without Hearing   | 3    | 43   | 4     | 50     | 9     | 82          | 17  | 77              | 27  | 90   | 1          | 50            |  |     |        |  |
| Total Number Findings   | 7    |  | 8     |        | 11    |             | 22  |                 | 30  |      | 2          |               |  |     |        |  |
|   | #    | %  | #     | %      | #     | %           | #   | %               | #   | %    | #          | %             |  |     |        |  |
| Actions Finding<br>Discrimination   | 2    | 007  | 2008  |        |       | 2009        |     | )10             | 20  | 11   | 2012       | Thru06-<br>30 |  |     |        |  |
| Total Final Agency  |      | Comparative Data Previous Fiscal Year Data |       |        |       |             |     |                 |     |      |            |               |  |     |        |  |
| Total Complaints Withdra<br>Complainants  | ıwn  | by   | 3     | 1      | 32    | 2           |     | 34              |     | 1    |            | 18            |  |     |        |  |
| Com   | pla  | ints                                       | Wi    | thdr   | awn   | by C        | omp | olaina          | nts | 1    |            |               |  |     |        |  |
| Average days pending pri<br>dismissal   | or t | 0  | 60    | 53     | 273   | 273 30      |     | 260             | 1   | 77   |            | 88            |  |     |        |  |
| Total Complaints Dismiss<br>Agency  | sed  | by   | 73 54 |        | 4     | 0           | 55  | 7               | 0   |      | 37         |               |  |     |        |  |
| -igoney   |      |  |       | 2007   |       | 2008 20     |     | 2010            | 20  | 11   |            | 30            |  |     |        |  |
| Complaints Dismissed<br>Agency  | d by | ý  |       | Pre    | vious |             |     | parat<br>'ear I |     | Jata | 2012       | Fhru06-       |  |     |        |  |
| Average number of days in final action  | 61   | 6.08                                       | 91    | 18.60  | 5 81  | 8.57        |     | 6.58            |     | .30  | 437.49     |               |  |     |        |  |
| days in<br>investigation  | 20   |  |       | 209.50 |       | 09.50 223.0 |     | 223.65          |     |      |            | 338.93        |  | .78 | 234.27 |  |

| Total Number<br>Findings  | 7 |    | 8 |    | 11 |    | 22 |    | 30 |    | 2 |     |
|---------------------------|---|----|---|----|----|----|----|----|----|----|---|-----|
| Race                      | 1 | 14 | 0 | 0  | 4  | 36 | 3  | 14 | 2  | 7  | 1 | 50  |
| 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                  | 3 | 43 | 6 | 75 | 2  | 18 | 11 | 50 | 9  | 30 | 1 | 50  |
| Sex                       | 3 | 43 | 2 | 25 | 3  | 27 | 4  | 18 | 5  | 17 | 0 | 0   |
| National Origin           | 2 | 29 | 0 | 0  | 1  | 9  | 1  | 5  | 0  | 0  | 0 | 0   |
| Equal Pay Act             | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
| Age                       | 0 | 0  | 3 | 38 | 6  | 55 | 8  | 36 | 11 | 37 | 0 | 0   |
| Disability                | 2 | 29 | 0 | 0  | 2  | 18 | 4  | 18 | 10 | 33 | 1 | 50  |
| Non-EEO                   | 0 | 0  | 0 | 0  | 0  | 0  | 1  | 5  | 0  | 0  | 0 | 0   |
|                           |   |    |   |    |    |    |    |    |    |    |   |     |
| Findings After<br>Hearing | 4 |    | 4 |    | 2  |    | 5  |    | 3  |    | 1 |     |
| Race                      | 1 | 25 | 0 | 0  | 1  | 50 | 2  | 40 | 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 | 25 | 2 | 50 | 1  | 50 | 3  | 60 | 2  | 67 | 1 | 100 |
| Sex                       | 2 | 50 | 1 | 25 | 1  | 50 | 2  | 40 | 0  | 0  | 0 | 0   |
| National Origin           | 1 | 25 | 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  | 3 | 75 | 0  | 0  | 3  | 60 | 0  | 0  | 0 | 0   |
| Disability                | 0 | 0  | 0 | 0  | 0  | 0  | 1  | 20 | 1  | 33 | 0 | 0   |
| Non-EEO                   | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
|                           |   | 1  | 1 |    | 1  | 1  | 1  | 1  | 1  | 1  |   | ı   |
| Findings Without          | 3 |    | 4 |    | 9  |    | 17 |    | 27 |    | 1 |     |

|   |                            |                                   |                                      |  |                             |                  |                             |                       |                                  |                        | -                               | 1                 |  |
|---|----------------------------|-----------------------------------|--------------------------------------|--|-----------------------------|------------------|-----------------------------|-----------------------|----------------------------------|------------------------|---------------------------------|-------------------|--|
| Hearing   |                            |                                   |                                      |  |                             |                  |                             |                       |                                  |                        |                                 |                   |  |
| Race  | 0                          | 0                                 | 0                                    | 0                                      | 3                           | 33               | 1                           | 6                     | 2                                | 7                      | 1                               | 100               |  |
| 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  | 2                          | 2 67 4                            |                                      | 100                                    | 1                           | 11               | 8                           | 47                    | 7                                | 26                     | 0                               | 0                 |  |
| Sex   | 1                          | 1 33 1                            |                                      | 25                                     | 2                           | 22               | 2                           | 12                    | 5                                | 19                     | 0                               | 0                 |  |
| National Origin   | 1                          | 33                                | 0                                    | 0                                      | 1                           | 11               | 1                           | 6                     | 0                                | 0                      | 0                               | 0                 |  |
| Equal Pay Act   | 0                          | 0                                 | 0                                    | 0                                      | 0                           | 0                | 0                           | 0                     | 0                                | 0                      | 0                               | 0                 |  |
| Age   | 0                          | 0                                 | 0                                    | 0                                      | 6                           | 67               | 5                           | 29                    | 11                               | 41                     | 0                               | 0                 |  |
| Disability  | 2                          | 67                                | 0                                    | 0                                      | 2                           | 22               | 3                           | 18                    | 9                                | 33                     | 1                               | 100               |  |
| Non-EEO   | 0                          | 0                                 | 0                                    | 0                                      | 0                           | 0                | 1                           | 6                     | 0                                | 0                      | 0                               | 0                 |  |
|   |                            |                                   |                                      |  |                             | Com              | para                        | tive                  | Data                             | l                      |                                 |                   |  |
| Findings of   |                            |                                   | Pr                                   | eviou                                  | s Fis                       | cal Y            | lear                        | Data                  | a                                |                        | 2012                            | Դերունն           |  |
| Discrimination<br>Rendered by Issue   | 2                          | 007                               | 2                                    | 008                                    | 20                          | 09               | 20                          | 10                    | 20                               | 11                     | 2012Thru06-<br>30               |                   |  |
| Render ed by 165de  |                            |                                   |                                      |  |                             |                  | -                           | -                     |                                  |                        |                                 |                   |  |
|   | #                          | %                                 | #                                    | %                                      | #                           | %                | #                           | %                     | #                                | %                      | #                               | %                 |  |
| Total Number Findings   | #                          | %                                 | #                                    | %                                      | #<br>11                     | %                | #<br>22                     | %                     | #<br>30                          | %                      | #                               | %                 |  |
| Total Number Findings   |                            | <b>%</b>                          |                                      | <b>%</b>                               |                             | <b>%</b>         |                             | <b>%</b>              |                                  | <b>%</b>               |                                 | <b>%</b>          |  |
| Appointment/Hire  | 7                          |                                   | 8                                    |  | 11                          |                  | 22                          |                       | 30                               |                        | 2                               |                   |  |
| Appointment/Hire<br>Assignment of Duties  | 7<br>0                     | 0 14                              | 8                                    | 0                                      | 11<br>0                     | 0                | 22<br>0                     | 0                     | 30<br>0                          | 0                      | 2                               | 0                 |  |
| Total Number Findings<br>Appointment/Hire<br>Assignment of Duties<br>Awards<br>Conversion to Full-time                        | 7<br>0<br>1                | 0<br>14<br>0                      | 8<br>0<br>2                          | 0<br>25<br>25                          | 11<br>0<br>0                | 0                | 22<br>0<br>1                | 0 5                   | 30<br>0<br>4                     | 0 13                   | 2<br>0<br>1                     | 0 50              |  |
| Appointment/Hire<br>Assignment of Duties<br>Awards<br>Conversion to Full-time   | 7<br>0<br>1<br>0           | 0<br>14<br>0                      | 8<br>0<br>2<br>2                     | 0<br>25<br>25                          | 11<br>0<br>0<br>0           | 0 0 0            | 22<br>0<br>1<br>0           | 0<br>5<br>0           | 30<br>0<br>4<br>0                | 0<br>13<br>0           | 2<br>0<br>1<br>0                | 0<br>50<br>0      |  |
| Appointment/Hire<br>Assignment of Duties<br>Awards<br>Conversion to Full-time   | 7<br>0<br>1<br>0           | 0<br>14<br>0<br>0                 | 8<br>0<br>2<br>2                     | 0<br>25<br>25<br>0                     | 11<br>0<br>0<br>0           | 0 0 0            | 22<br>0<br>1<br>0           | 0<br>5<br>0           | 30<br>0<br>4<br>0                | 0<br>13<br>0           | 2<br>0<br>1<br>0                | 0<br>50<br>0      |  |
| Appointment/Hire<br>Assignment of Duties<br>Awards<br>Conversion to Full-time<br>Disciplinary Action                          | 7<br>0<br>1<br>0<br>0      | 0<br>14<br>0<br>0<br>0            | 8<br>0<br>2<br>2<br>2<br>0           | 0<br>25<br>25<br>0                     | 11<br>0<br>0<br>0<br>0      | 0 0 0 0          | 22<br>0<br>1<br>0           | 0<br>5<br>0<br>0      | 30<br>0<br>4<br>0<br>0           | 0<br>13<br>0<br>0      | 2<br>0<br>1<br>0<br>0           | 0<br>50<br>0<br>0 |  |
| Appointment/Hire<br>Assignment of Duties<br>Awards<br>Conversion to Full-time<br>Disciplinary Action<br>Demotion              | 7<br>0<br>1<br>0<br>0      | 0<br>14<br>0<br>0<br>0            | 8<br>0<br>2<br>2<br>2<br>0<br>0      | 0<br>25<br>25<br>0<br>0                | 11<br>0<br>0<br>0<br>0      | 0 0 0 0 0 0      | 22<br>0<br>1<br>0<br>0      | 0<br>5<br>0<br>0      | 30<br>0<br>4<br>0<br>0           | 0<br>13<br>0<br>0      | 2<br>0<br>1<br>0<br>0           | 0<br>50<br>0<br>0 |  |
| Appointment/Hire<br>Assignment of Duties<br>Awards<br>Conversion to Full-time<br>Disciplinary Action<br>Demotion<br>Reprimand | 7<br>0<br>1<br>0<br>0<br>0 | 0<br>14<br>0<br>0<br>0<br>0<br>29 | 8<br>0<br>2<br>2<br>0<br>0<br>0<br>0 | 0<br>25<br>25<br>0<br>0<br>0<br>0<br>0 | 11<br>0<br>0<br>0<br>0<br>0 | 0<br>0<br>0<br>0 | 22<br>0<br>1<br>0<br>0<br>0 | 0<br>5<br>0<br>0<br>0 | 30<br>0<br>4<br>0<br>0<br>0<br>0 | 0<br>13<br>0<br>0<br>0 | 2<br>0<br>1<br>0<br>0<br>0<br>0 | 0<br>50<br>0<br>0 |  |

| Duty Hours                        | 0        | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
|-----------------------------------|----------|----|---|----|---|----|----|----|----|----|---|----|
|                                   | <u> </u> |    |   |    |   |    |    |    |    |    |   |    |
| Evaluation Appraisal              | 0        | 0  | 3 | 38 | 1 | 9  | 0  | 0  | 3  | 10 | 1 | 50 |
| Examination/Test                  | 0        | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Harassment                        |          |    |   |    | 1 |    |    |    |    |    |   | 1  |
| Non-Sexual                        | 2        | 29 | 4 | 50 | 1 | 9  | 10 | 45 | 16 | 53 | 0 | 0  |
| Sexual                            | 0        | 0  | 1 | 13 | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Medical Examination               | 0        | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Pay (Including<br>Overtime)       | 0        | 0  | 1 | 13 | 1 | 9  | 0  | 0  | 1  | 3  | 1 | 50 |
| Promotion/Non-<br>Selection       | 3        | 43 | 0 | 0  | 7 | 64 | 4  | 18 | 6  | 20 | 0 | 0  |
| Reassignment                      |          |    |   |    |   |    |    |    |    |    |   |    |
| Denied                            | 0        | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 2  | 7  | 0 | 0  |
| Directed                          | 0        | 0  | 2 | 25 | 1 | 9  | 1  | 5  | 6  | 20 | 0 | 0  |
| Reasonable<br>Accommodation       | 1        | 14 | 0 | 0  | 0 | 0  | 2  | 9  | 4  | 13 | 0 | 0  |
| Reinstatement                     | 0        | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Retirement                        | 0        | 0  | 0 | 0  | 0 | 0  | 1  | 5  | 1  | 3  | 0 | 0  |
| Termination                       | 0        | 0  | 0 | 0  | 0 | 0  | 1  | 5  | 2  | 7  | 0 | 0  |
| Terms/Conditions of<br>Employment | 1        | 14 | 0 | 0  | 1 | 9  | 0  | 0  | 2  | 7  | 0 | 0  |
| Time and Attendance               | 1        | 14 | 0 | 0  | 0 | 0  | 1  | 5  | 2  | 7  | 1 | 50 |
| Training                          | 0        | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Other - User Defined              | 0        | 0  | 1 | 13 | 0 | 0  | 2  | 9  | 0  | 0  | 0 | 0  |
|                                   | 1        |    |   | 1  |   | 1  | 1  | 1  | 1  |    |   | ·  |
| Findings After Hearing            | 4        |    | 4 |    | 2 |    | 5  |    | 3  |    | 1 |    |
| Appointment/Hire                  | 0        | 0  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0 | 0  |
| Assignment of Duties              | 0        | 0  | 1 | 25 | 0 | 0  | 0  | 0  | 2  | 67 | 0 | 0  |

| Awards                      | 0 | 0  | 1 | 25 | 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         |   | 1  | 1 | I  | <u> </u> | 1  | 1 |    | <u> </u> |    | 1 | 1 |
| 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                  | 1 | 25 | 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  | 1 | 25 | 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                  | 2 | 50 | 3 | 75 | 0        | 0  | 2 | 40 | 1        | 33 | 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<br>Overtime) | 0 | 0  | 1 | 25 | 0        | 0  | 0 | 0  | 0        | 0  | 0 | 0 |
| Promotion/Non-<br>Selection | 2 | 50 | 0 | 0  | 1        | 50 | 2 | 40 | 0        | 0  | 0 | 0 |
| Reassignment                |   |    |   |    |          |    |   |    |          |    |   |   |
| Denied                      | 0 | 0  | 0 | 0  | 0        | 0  | 0 | 0  | 0        | 0  | 0 | 0 |
| Directed                    | 0 | 0  | 1 | 25 | 1        | 50 | 0 | 0  | 0        | 0  | 0 | 0 |
| Reasonable<br>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  | 1 | 20 | 0        | 0  | 0 | 0 |
| Termination                 | 0 | 0  | 0 | 0  | 0        | 0  | 0 | 0  | 0        | 0  | 0 | 0 |

| Terms/Conditions of<br>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  | 1 | 100 |
| Training                          | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
| Other - User Defined              | 0 | 0  | 1 | 25 | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
|                                   |   |    |   |    |    |    |    |    |    |    |   |     |
| Findings Without<br>Hearing       | 4 |    | 4 |    | 10 |    | 17 |    | 27 |    | 1 |     |
| Appointment/Hire                  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
| Assignment of Duties              | 1 | 25 | 1 | 25 | 0  | 0  | 1  | 6  | 2  | 7  | 1 | 100 |
| Awards                            | 0 | 0  | 1 | 25 | 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                        | 1 | 25 | 0 | 0  | 1  | 10 | 1  | 6  | 2  | 7  | 0 | 0   |
| Removal                           | 0 | 0  | 0 | 0  | 0  | 0  | 1  | 6  | 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  | 2 | 50 | 1  | 10 | 0  | 0  | 3  | 11 | 1 | 100 |
| Examination/Test                  | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
| Harassment                        |   |    |   |    |    |    |    |    |    |    |   |     |
| Non-Sexual                        | 0 | 0  | 1 | 25 | 1  | 10 | 8  | 47 | 15 | 56 | 0 | 0   |
| Sexual                            | 0 | 0  | 1 | 25 | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
| Medical Examination               | 0 | 0  | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0   |
| Pay (Including<br>Overtime)       | 0 | 0  | 0 | 0  | 1  | 10 | 0  | 0  | 1  | 4  | 1 | 100 |

|   |               | 1                |                        | 1  |   |  |   | 1   |                                |   |   |   |
|---|---------------|------------------|------------------------|--|---|--|---|---|--------------------------------|---|---|---|
| Promotion/Non-<br>Selection   | 2             | 50               | 0                      | 0  | 7                                       | 70   | 2   | 12  | 6                              | 22  | 0 | 0   |
| Reassignment  |               |                  |                        |  |   |  |   |   |                                |   |   |   |
| Denied  | 0             | 0                | 0 0                    |  | 0                                       | 0  | 0   | 0   | 2                              | 7   | 0 | 0   |
| Directed  | 0             | 0                | 1 25                   |  | 0                                       | 0  | 1   | 6   | 6                              | 22  | 0 | 0   |
| Reasonable<br>Accommodation   | 1             | 25               | 0 0                    |  | 0                                       | 0  | 2   | 12  | 4                              | 15  | 0 | 0   |
| Reinstatement   | 0             | 0                | 0 0                    |  | 0                                       | 0  | 0   | 0   | 0                              | 0   | 0 | 0   |
| Retirement  | 0             | 0                | 0                      | 0  | 0                                       | 0  | 0   | 0   | 1                              | 4   | 0 | 0   |
| Termination   | 0             | 0                | 0                      | 0  | 0                                       | 0  | 1   | 6   | 2                              | 7   | 0 | 0   |
| Terms/Conditions of<br>Employment   | 1             | 25               | 0 0                    |  | 1                                       | 10   | 0   | 0   | 2                              | 7   | 0 | 0   |
| Time and Attendance   | 1             | 25               | 0 0                    |  | 0                                       | 0  | 1   | 6   | 2                              | 7   | 0 | 0   |
| Training  | 0             | 0                | 0                      | 0  | 0                                       | 0  | 0   | 0   | 0                              | 0   | 0 | 0   |
|   |               | 0                | 0 0                    |  | 0                                       | 0  | 2   | 12  | 0                              | 0   | 0 | 0   |
| Other - User Defined  | 0             | 0                |                        |  | 0                                       | 0  | 2   | 12  | 0                              |   | 0 | 0   |
| Uther - User Defined  | 0             |                  |                        | 0  | 0                                       |  |   |   |                                | Data  |   | 0   |
| Pending Complaints F  | iled          | in               |                        |  |   | (  | Com   |   | tive                           | Data  |   |   |
|   | iled          | in               |                        |  |   | (<br>s Fis   | Com   | para  | tive<br>Dat                    | Data  |   |   |
| Pending Complaints F  | iled<br>v Sta | in<br>atus       | 20                     | Pre  | vious                                   | (<br>s Fise<br>3 2(                                  | Com<br>cal Y                                | para<br>Zear I                                    | tive<br>Data                   | Data<br>a   |   | Thru06-                                       |
| Pending Complaints Fi<br>Previous Fiscal Years by<br>Total complaints from pre  | iled<br>v Sta | in<br>atus       | <b>20</b>              | Pre  | vious<br>2008                           | (<br>s Fise<br>3 2(<br>) 11                          | Com<br>cal Y<br>)09                         | para<br>Zear 2<br>2010                            | tive<br>Data<br>) 2            | Data<br>a<br>011                                  |   | 2Thru06-<br>30                                |
| Pending Complaints Fi<br>Previous Fiscal Years by<br>Total complaints from pre<br>Fiscal Years  | iled<br>7 Sta | in<br>atus<br>18 | <b>20</b>              | Pre<br>007   | vious<br>2008<br>1230                   | (<br>s Fise<br>3 2(<br>) 11                          | Com<br>cal Y<br>)09<br>182                  | para<br>7 <b>ear</b> 7<br><b>201</b> (<br>938     | tive<br>Data<br>) 2            | <b>Data</b><br>a<br>011<br>843                    |   | 2 <b>Thru06-</b><br><b>30</b><br>901          |
| Pending Complaints Fi<br>Previous Fiscal Years by<br>Total complaints from pre<br>Fiscal Years<br>Total Complainants  | iled<br>7 Sta | in<br>atus<br>18 | <b>20</b><br>13        | Pre<br>007   | vious<br>2008<br>1230                   | (<br>s Fise<br>3 2(<br>) 11<br>9                     | Com<br>cal Y<br>)09<br>182                  | para<br>7 <b>ear</b> 7<br><b>201</b> (<br>938     | tive<br>Data                   | <b>Data</b><br>a<br>011<br>843                    |   | 2 <b>Thru06-</b><br><b>30</b><br>901          |
| Pending Complaints Fi<br>Previous Fiscal Years by<br>Total complaints from pre<br>Fiscal Years<br>Total Complainants<br>Number complaints pen   | iled<br>7 Sta | in<br>atus<br>18 | 200<br>133<br>100      | Pre<br>007<br>510<br>028                                     | vious<br>2008<br>123(<br>995            | (<br>s Fise<br>3 2(<br>) 11<br>9                     | Com<br>cal Y<br>)09<br>182<br>10            | parat<br>(ear )<br>2010<br>938<br>697             | tive<br>Data                   | <b>Data</b><br>a<br>011<br>843<br>710             |   | 2 <b>Thru06-</b> 30<br>901<br>806             |
| Pending Complaints Fi<br>Previous Fiscal Years by<br>Total complaints from pre<br>Fiscal Years<br>Total Complainants<br>Number complaints pen<br>Investigation<br>ROI issued, pending                         | iled<br>7 Sta | in<br>atus<br>18 | 200<br>133<br>100      | Pre<br>007<br>510<br>028                                     | vious<br>2008<br>1230<br>995<br>57      | (<br>s Fise<br>3 2(<br>) 11<br>9                     | Com<br>cal X<br>)09<br>182<br>10            | parat<br>(ear )<br>2010<br>938<br>697<br>78       | tive<br>Data<br>) 2<br>,       | <b>Data</b><br>a<br>011<br>843<br>710             |   | 2 <b>Thru06-</b> 30<br>901<br>806<br>104      |
| Pending Complaints Fi<br>Previous Fiscal Years by<br>Total complaints from pre<br>Fiscal Years<br>Total Complainants<br>Number complaints pen<br>Investigation<br>ROI issued, pending<br>Complainant's action | iled<br>7 Sta | in<br>atus<br>18 | 200<br>133<br>100<br>4 | Pre       007       610       028       .8       .8       .8 | vious<br>2008<br>1230<br>995<br>57<br>5 | (<br>s Fise<br>3 2(<br>) 11<br>9<br>(<br>(<br>)<br>2 | Com<br>cal X<br>)09<br>182<br>10<br>59<br>1 | parat<br>(ear 2<br>2010<br>938<br>697<br>78<br>78 | tive<br>Data<br>) 2<br>. {<br> | <b>Data</b><br>a<br>011<br>843<br>710<br>55<br>12 |   | 2 <b>Thru06-</b> 30<br>901<br>806<br>104<br>4 |

|   | Comparative Data |        |          |        |      |             |  |  |  |  |  |
|---|------------------|--------|----------|--------|------|-------------|--|--|--|--|--|
| <b>Complaint Investigations</b>   | Pro              | evious | Fiscal Y | Year D | ata  | 2012Thru06- |  |  |  |  |  |
|   | 2007             | 2008   | 2009     | 2010   | 2011 | 30          |  |  |  |  |  |
| Pending Complaints Where<br>Investigations Exceed Required<br>Time Frames | 86               | 105    | 130      | 166    | 135  | 177         |  |  |  |  |  |