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

## **Department of the Interior (and below)**

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

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

	Comparative Data												
Complaint	Previous Fiscal Year Data												
Activity	2007	2008	2009	2010	2011	2012Thru03- 31							
Number of Complaints Filed	262	289	283	314	306	182							
Number of Complainants	258	274	270	310	305	176							
Repeat Filers	13	13	5	4	0	0							

- Number of complaints: This is based on the number of complaints filed during the Fiscal Year.
- 2. Number of Complainants: This represents the number of complainants who filed complaints during the Fiscal Year.
- 3. Repeat Filers: This is based on the number of complainants who filed more than one compliant during the Fiscal Year.

Complaints by	Comparative Data												
Basis		Previ											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru03- 31							
Race	82	106	98	89	91	51							
Color	36	33	23	24	36	21							
Religion	10	14	19	11	18	7							
Reprisal	0	0	0	0	0	90							

Sex	104	106	109	130	108	77
PDA	0	0	0	0	0	1
National Origin	47	37	38	47	45	24
Equal Pay Act	4	5	2	1	2	1
Age	88	105	98	98	106	71
Disability	57	67	64	71	79	48
Genetics	0	0	0	0	0	1
Non-EEO	3	6	3	10	7	5

			Comp	parative	Data	
Complaints by Issue	F	revious	Fiscal `	Year Dat	а	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru03- 31
Appointment/Hire	29	40	30	42	38	18
Assignment of Duties	34	33	33	36	31	20
Awards	6	6	14	6	8	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	-	-	-	-	-	-
Demotion	0	1	2	1	2	1
Reprimand	7	11	12	11	25	11
Suspension	12	9	12	19	15	5
Removal	3	3	13	6	6	2
Other	13	12	12	9	15	10
Duty Hours	12	8	6	6	7	3
Evaluation Appraisal	25	43	36	34	38	30
Examination/Test	0	1	2	2	1	0
Harassment						
Non-Sexual	102	111	105	113	123	77

Sexual	10	12	11	15	13	10
Medical Examination	0	1	1	0	1	0
Pay (Including Overtime)	5	10	6	5	3	4
Promotion/Non-Selection	46	49	61	43	38	26
Reassignment	-	-	-			
Denied	2	3	3	2	2	2
Directed	13	13	11	10	9	3
Reasonable Accommodation	12	16	17	16	20	11
Reinstatement	1	1	1	1	1	0
Retirement	2	3	1	2	8	0
Termination	25	17	35	38	33	15
Terms/Conditions of Employment	25	23	32	39	35	26
Time and Attendance	18	17	20	19	22	10
Training	9	11	15	14	11	6
Other	31	27	20	27	19	12
			Comp	arative	Data	
	F	revious	Fiscal \	ear Dat	а	2012Thru03-
Processing Time	2007	2008	2009	2010	2011	31
Complaints pending during fisc	al year					
Average number of days in investigation	219.75	255.71	155.30	258.20	248.19	242.00
Average number of days in final action	160.95	170.21	245.38	136.64	160.03	223.06
Complaint pending during fisca	l year who	ere hearir	ng was re	quested		
Average number of days in investigation	121.82	114.52	31.01	248.60	261.45	298.44
Average number of days in final action	37.12	26.07	30.07	35.86	37.63	61.00
Complaint pending during fisca	l year whe	ere hearir	ng was no	t request	ed	
Average number of days in investigation	300.28	339.76	249.01	265.24	238.72	286.13

Average number o in final action	f da	ys	259	.69	259	9.63	331	.21	199	9.10	23	2.29	29 336.95				
							Coı	npa	rati	ve D	ata						
Complaints				Pre	viou	ıs Fi	scal	Yea	ar Da	ata							
Dismissed by Agen	су	20	07	2	800	2	009	2	010	2	2011	2	012Ti	nru03-31			
Total Complaints Dismissed by Agency		3	3	;	50		38		27		33		14				
Average days pending prior to dismissal		304 197 303 236 308						131									
	Coı	Complaints Withdrawn by Complainants															
Total Complaints Withdrawn by Complainants		2	5		24		19		21 23					8			
		Comparative Data															
		Previous Fiscal Year Data										2012	Thru03-				
Total Final Agency Actions Finding	2	007	7 200		08 2		)9	2	010		201	1	2012Thru03- 31				
Discrimination	#	%	#	%	#	<b>#</b>	%	#	%		#	%	#	%			
Total Number Findings	5		5		1	1		10			9		1				
Without Hearing	1	20	0	0	6	3	55	6	60	)	3	33	0	0			
With Hearing	4	80	5	100	) 5	5	45	4	40		6	67	1	100			
Findings of						C	omp	oara	itive	Dat	а						
Discrimination Rendered by Basis			P	rev	ious	s Fis	cal `	Yea	r Da	ta			2046	2Thru03-			
Note: Complaints	20	07	2	2008	3	2	009		20	10	20	)11	2012	31			
can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#		% 4			%	#	%	#	%	#	%			
Total Number Findings	5		5			11			10		9		1				
Race	3	60	1	2	20	2		18	4	40	3	33	0	0			

Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	2	40	0	0	1	10	0	0	0	0
Reprisal	4	80	3	60	6	55	4	40	3	33	1	100
Sex	3	60	2	40	5	45	5	50	3	33	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	3	30	1	11	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	18	3	30	2	22	0	0
Disability	0	0	0	0	0	0	2	20	2	22	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
			<u> </u>				'					
Findings After Hearing	4		5		5		4		6		1	
Race	3	75	1	20	1	20	3	75	3	50	0	0
Color	0	0	1	20	0	0	0	0	0	0	0	0
Religion	0	0	2	40	0	0	0	0	0	0	0	0
Reprisal	3	75	3	60	2	40	1	25	2	33	1	100
Sex	3	75	2	40	2	40	2	50	1	17	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	1	17	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	2	40	1	25	0	0	0	0
Disability	0	0	0	0	0	0	1	25	1	17	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	1		0		5		6		2		0	
Race	0	0	0	0	0	0	1	17	0	0	0	0

Color	0	0	0	0	C	)	0	0	0	0	0	0	0
Religion	0	0	0	0	(	)	0	1	17	0	0	0	0
Reprisal	1	100	0	0	2	1	80	3	50	1	50	0	0
Sex	0	0	0	0	2	2	40	3	50	2	100	0	0
PDA	0	0	0	0	(	)	0	0	0	0	0	0	0
National Origin	0	0	0	0	(	)	0	2	33	0	0	0	0
Equal Pay Act	0	0	0	0	(	)	0	0	0	0	0	0	0
Age	0	0	0	0	(	)	0	2	33	2	100	0	0
Disability	0	0	0	0	(	)	0	1	17	0	0	0	0
Genetics	0	0	0	0	(	)	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	(	)	0	0	0	0	0	0	0
			Comparative Data										
			Previous Fiscal Year Data									2040	TI02
Findings of		20	07	20	08	20	09	20	10	2	011	2012	?Thru03- 31
Discrimination Rendered by Issue	е	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Finding	gs	5		5		11		10		9		1	
Appointment/Hire		0	0	2	40	1	9	2	20	1	11	0	0
Assignment of Duties		0	0	0	0	2	18	0	0	1	11	0	0
Awards		0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	<b>e</b>	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		1	20	0	0	0	0	0	0	0	0	0	0
Suspension		0	0	0	0	1	9	2	20	0	0	0	0
Removal		0	0	0	0	0	0	0	0	0	0	0	0
Other		0	0	1	20	0	0	0	0	0	0	0	0
Duty Hours		0	0	1	20	1	9	0	0	1	11	0	0
Evaluation Appraisal		0	0	0	0	0	0	0	0	2	22	0	0
Examination/Test		0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	2	40	0	0	5	45	1	10	2	22	1	100
Sexual	0	0	0	0	1	9	1	10	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	1	20	1	20	2	18	1	10	3	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	9	1	10	1	11	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	11	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	2	20	1	11	0	0
Terms/Conditions of Employment	0	0	0	0	1	9	0	0	1	11	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	9	0	0	0	0	0	0
Other - User Defined	1	20	0	0	0	0	0	0	1	11	0	0
Findings After Hearing	4		5		5		4		6		1	
Appointment/Hire	0	0	2	40	1	20	2	50	1	17	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	1	25	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	20	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	20	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		ı		ı		ı					I	I
Non-Sexual	2	50	0	0	3	60	1	25	1	17	1	100
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	1	25	1	20	0	0	0	0	3	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	20	1	25	1	17	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	1	17	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	20	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	1	17	0	0
Findings Without Hearing	1		0		6		6		3		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	2	33	0	0	1	33	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

Pending Complaints Previous Fiscal Yea				revi							0040	Thru03
Outer - Oser Delitted	<u> </u>	100	<u> </u>	0	0					Data	0	
Training Other - User Defined	0	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	17	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	33	1	33	0	0
Retirement	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
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	33	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment							•					
Promotion/Non-Selection	0	0	0	0	2	33	1	17	0	0	0	0
Pay (Including Overtime)	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
Sexual	0	0	0	0	1	17	1	17	0	0	0	0
Non-Sexual	0	0	0	0	2	33	0	0	1	33	0	0
Harassment	<u> </u>	<u> </u>	l	<u> </u>	<u> </u>		<u> </u>	<u> </u>		<u> </u>	<u> </u>	l
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	33	0	0
Duty Hours	0	0	0	0	1	17	0	0	1	33	0	0
Other	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
Suspension	0	0	0	0	1	17	2	33	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0

Status	2007	2008	2009	2010	2011	31
Total complaints from previous Fiscal Years	524	519	486	429	495	514
Total Complainants	437	446	438	394	476	494
Number complaints pending						
Investigation	57	30	31	13	30	83
ROI issued, pending Complainant's action	4	0	1	3	3	23
Hearing	143	143	160	150	165	140
Final Agency Action	63	78	20	43	53	74
Appeal with EEOC Office of Federal Operations	1	0	0	0	1	89
			Com	parativ	e Data	
	Pre	evious	Fiscal	Year D	ata	2042Th=u02
Complaint Investigations	2007	2008	2009	2010	2011	2012Thru03- 31
Pending Complaints Where Investigations Exceed Required Time Frames	117	62	67	44	73	90

## 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.