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

## ARS (and below)

For 1st Quarter 2012 for period ending December 31, 2011

			Cor	nparati	ve Data	1
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thru12-31
	2007	2008	2009	2010	2011	20121HFu12-31
Number of Complaints Filed	33	29	32	25	18	7
Number of Complainants	28	26	31	25	18	7
Repeat Filers	2	2	1	0	0	0

Commissints by Dosis			Com	parativ	ve Data	ı
Complaints by Basis	Pro	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru12- 31
Race	9	5	12	8	8	3
Color	0	1	0	3	2	0
Religion	1	0	0	1	3	1
Reprisal	20	17	14	12	11	7
Sex	8	7	4	10	5	2
National Origin	3	3	2	4	4	2

Equal Pay Act	0	0	0	0	0	0
Age	12	5	4	4	7	3
Disability	6	4	8	2	2	2
Non-EEO	0	0	0	0	1	0
Commissints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru12- 31
Appointment/Hire	0	1	0	0	1	1
Assignment of Duties	0	1	7	3	4	1
Awards	0	1	7	2	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	5	1	0	2	1	1
Suspension	2	0	0	1	1	1
Removal	1	0	0	0	0	0
Other	0	1	1	1	1	0
Duty Hours	0	0	0	1	0	0
Evaluation Appraisal	2	5	9	8	9	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	15	15	16	11	7
Sexual	0	1	0	0	2	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	ı	0	0		0	0	0	0
Promotion/Non-Selection	l	4	6		3	2	5	2
Reassignment							-	
Denied		0	0		0	0	0	0
Directed		1	1		0	1	0	0
Reasonable Accommodat	ion	2	3		2	1	2	2
Reinstatement		0	0		0	0	0	0
Retirement		0	0		1	0	1	0
Termination		2	1		1	2	0	0
Terms/Conditions of Employment		0	1		8	2	1	3
Time and Attendance		3	3		2	1	3	1
Training		0	1		8	1	2	0
Other		5	3		3	1	3	0
			Co	mp	ara	tive l	Data	
<b>Processing Time</b>		Previou	s Fisca	ıl Y	ear	Data		2012Thru12-
	2007	2008	200	9	20	10	2011	31
Complaints pending during	ng fiscal y	year						
Average number of days in investigation	144.93	159.89	175.	77	258	3.84	218.92	0
Average number of days in final action	177.50	644.16	630.	62	403	3.00	167.31	0
Complaint pending during	g fiscal ye	ear whe	re heari	ing	was	requ	ested	
Average number of days in investigation	150.00	159.30	173.	25	260	0.17	217.07	0
Average number of days in final action	74.70	345.80	160.	75	28	.00	37.33	0

Complaint pending during	fis	cal y	ear	wher	e h	eaı	ring	wa	s not 1	equ	iested		
Average number of days in investigation	142	2.40	16	60.22	1	77	.63	25	57.62	22	20.04		0
Average number of days in final action	280	0.30	71	8.75	7	87	.25	40	55.50	20	6.30		0
							C	Com	parat	ive	Data		
Complaints Dismissed Agency	l by	7		Prev	iou	ıs ]	Fisc	al Y	Year I	Dat	a	20127	Thru12-
87			20	07	200	8	20	09	2010	2	011	•	31
Total Complaints Dismissi Agency	ed l	Эy	4	ļ.	2		C	)	2		2		1
Average days pending prid dismissal	or to	O	27	72	524	4	C	)	150		66	ı	76
Com	pla	ints	Wit	hdra	wn	b	y C	om	plaina	nts	3		
Total Complaints Withdra Complainants	wn	by	C	)	2		2	2	1		3		0
						C	com	paı	ative	Da	ta		
<b>Total Final Agency</b>			Pre	eviou	s F	'isc	cal Y	Yea	r Dat	a		2012	Thru12-
Actions Finding Discrimination	2	007	2	008	1	200	09	2	010	2	011		31
	#	%	#	%	#	ŧ	%	#	%	#	%	#	%
Total Number Findings	0		2		0	)		1		2		0	
Without Hearing	0	0	2	100	0	)	0	1	100	2	100	0	0
With Hearing	0	0	0	0	0	)	0	0	0	0	0	0	0
Findings of		<u> </u>	<u>.                                      </u>	1			Con	npa	rative	Da	nta		
Discrimination Rendered by Basis	1		Pı	evio	us ]	Fis	scal	Ye	ar Da	ta		2012	Thru12-
Note: Complaints can be	1	2007	,	2008	3	2	009	T	2010		2011	2012	31
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.		# 9/	$\dagger$	# 9/		#	%			#		#	%

<b>Total Number Findings</b>	0		2		0		1		2		0	
Race	0	0	0	0	0	0	1	100	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	2	100	0	0	0	0	1	50	0	0
Sex	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	1	50	0	0
Disability	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		0		0		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	0	0	0	0	0	0	0	0
Sex	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
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		2		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0

Color	C	) (	) (	) (	)	0	0	0	0	(	0	0	0
Religion	C	) (	) (	) (	)	0	0	0	0	(	0	0	0
Reprisal	(	) (	) [	2 10	00	0	0	0	0	1	50	0	0
Sex	(	) (	) (	) (	)	0	0	0	0	(	0 0	0	0
National Origin	(	) (	) (	) (	)	0	0	0	0	(	0 0	0	0
Equal Pay Act	(	) (	) (	) (	)	0	0	0	0	(	0	0	0
Age	(	) (	) (	) (	)	0	0	0	0	1	50	0	0
Disability	(	) (	) (	) (	)	0	0	0	0	(	0	0	0
Non-EEO	(	) (	) (	) (	)	0	0	0	0	(	0	0	0
		-		1		C	om	par	ative	Da	ta		·
Findings of			Pr	eviou	ıs F	isc	al Y	Yea	r Dat	a		2012	Thru12-
Discrimination Rendered by Issue	20	007	2	2008		200	09	2	010	2	011		31
	#	%	#	%	#	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		2		(	О		1		2		0	
Appointment/Hire	0	0	0	0	(	О	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	(	О	0	0	0	0	0	0	0
Awards	0	0	0	0	(	O	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	(	O	0	0	0	0	0	0	0
Disciplinary Action													
Demotion	0	0	0	0	(	О	0	0	0	0	0	0	0
Reprimand	0	0	0	0	(	O	0	0	0	0	0	0	0
Suspension	0	0	0	0	(	О	0	0	0	0	0	0	0
Removal	0	0	0	0	(	O	0	0	0	0	0	0	0
Other	0	0	0	0	(	O	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	(	О	0	0	0	0	0	0	0
			i -	1	Ť	T				Ť T		Ť T	

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	50	0	0	0	0	2	100	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	1	50	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	1	100	0	0	0	0
Findings After Hearing	0		0		0		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	0	0	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

				1								
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		2		0		1		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	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	2	100	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	1	50	0	0	0	0	2	100	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	1	50	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	1	100	0	0	0	0
Previous Fiscal Years b	y Sta	tus	20		2008			Year	_		-	Γhru12- 31
	j	· · ·	20	07	2006			1.0.1				21
Total complaints from pr	evioi	15				+	009	2010	D   2	2011		
Total complaints from pr Fiscal Years	eviou	1S		3	52	+	39	37	0   2	40		31
-	eviou	18	6						0   2			
Fiscal Years			6	3	52		39	37	0   2	40		31
Fiscal Years  Total Complainants			6	3	52		39	37	D   2	40		31
Fiscal Years  Total Complainants  Number complaints per	nding		6	7	52		39	37		40		31 30
Fiscal Years  Total Complainants  Number complaints per  Investigation  ROI issued, pending	nding		6	3 7	52 44 1		39 35 1	37 35		40 38 7		31 30 13
Fiscal Years  Total Complainants  Number complaints per  Investigation  ROI issued, pending Complainant's action	nding		6 4	3 7 1	52 44 1 0		39 35 1 0	37 35 2 0		40 38 7 0		31 30 13 0
Fiscal Years  Total Complainants  Number complaints per  Investigation  ROI issued, pending Complainant's action  Hearing	nding	5	( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( (	3 7 1 1 1 5 5 1 5 5 1 1 1 1 1 1 1 1 1 1 1	52 44 1 0 6		339 1 0 6	37 35 2 0 8		40 38 7 0		31 30 13 0
Fiscal Years  Total Complainants  Number complaints per  Investigation  ROI issued, pending Complainant's action  Hearing  Final Agency Action  Appeal with EEOC C	Office	e of	( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( ( (	33 77 11 11 1 55 8 8 1 1 1 1 1 1 1 1 1 1 1 1	52 44 1 0 6 9		339 335 1 0 6 3 3	37 35 2 0 8 1 3		40 38 7 0 11 1		31 30 13 0 14 1

	2007	2008	2009	2010	2011	31
ending Complaints Where vestigations Exceed Required ime Frames	2	0	0	2	9	11