

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

## ERS

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	3	13	2	3	1	1
Number of Complainants	3	12	2	3	1	1
Repeat Filers	0	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
<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	2012Thru12-31
Race	0	12	2	1	0	1
Color	0	0	0	0	1	0
Religion	0	0	0	0	0	0
Reprisal	0	0	1	3	0	0
Sex	0	9	0	0	0	0
National Origin	0	0	0	0	1	0

Equal Pay Act	0	0	0	0	0	0
Age	2	9	0	1	0	0
Disability	1	2	0	0	0	1
Non-EEO	0	0	0	0	0	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru12-31</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	0	0
Assignment of Duties	2	0	1	0	0	0
Awards	1	11	0	1	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	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	0	10	0	0	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	0	11	1	3	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	3	11	0	1	0	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	1	1	0	0	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	1	0	0	0
Training	0	9	0	0	0	0
Other	0	0	0	1	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012Thru12-31</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	128.00	218.00	267.00	251.00	1,143.76	922.00
Average number of days in final action	50.00	0	22.00	0	0	0
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	0	218.00	328.00	251.00	1,139.10	1,266.00
Average number of days in final	24.50	0	0	0	0	0

action												
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	128.00	218.00	236.50	251.00	1,148.00	750.00						
Average number of days in final action	101.00	0	22.00	0	0	0						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru12-31</b>	
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							
Total Complaints Dismissed by Agency	1	0	2	0	0	0						
Average days pending prior to dismissal	228	0	164	0	0	0						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0						1
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2012Thru12-31</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>2012Thru12-31</b>	
<i>Note: Complaints can be</i>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>							













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>2012Thru12-31</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	5	3	15	12	15	15						
Total Complainants	4	3	13	11	14	14						
<b>Number complaints pending</b>												
Investigation	0	0	11	11	1	0						
ROI issued, pending Complainant's action	0	0	0	0	9	1						
Hearing	0	2	2	1	4	13						
Final Agency Action	0	0	0	0	0	0						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2012Thru12-31</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	2	0	11	11	1	0						