

"Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Pub. L. 107-174."

U.S. Department of Labor (DOL)

U.S. Department of Labor (DOL)

Complaint Activity	Comparative Data Previous Fiscal Year Data					2010 thru 6/30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	145	123	126	133	94	99
Number of Amendments	45	55	13	13	3	2
Number of Complainants	128	117	112	114	91	98
Repeat Filers	13	4	10	14	3	1

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2010 thru 6/30
	2005	2006	2007	2008	2009	
Race	104	75	60	69	48	58
Color	53	32	22	35	16	19
Religion	4	8	8	7	6	5
Reprisal	142	103	71	89	41	63
Sex	55	49	42	58	34	45
National Origin	49	26	16	16	10	21
Equal Pay	5	0	2	0	0	3
Age	66	73	68	75	38	46
Disability	53	42	47	46	25	27
Non-EEO Basis	2	1	6	4	1	4

Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data					2010 thru 6/30
	2005	2006	2007	2008	2009	
Appointment/Hire	5	1	1	0	1	0
Assignment of Duties	16	15	8	8	2	3
Awards	4	0	3	1	1	2
Conversion to Full-Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	0	1	2
Reprimand	4	3	4	2	0	3
Termination	9	12	7	15	10	8
Suspension	8	6	3	4	2	3
Other	4	4	2	3	3	3
Duty Hours	2	6	1	2	1	0
Equal Pay Act Violation	5	0	1	0	2	4
Evaluation/Appraisal	25	29	14	18	21	17
Examination/Test	1	1	1	0	0	0
Harrassment						
Nonsexual	59	33	24	22	16	38
Sexual	9	5	2	3	0	1
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	1	1	0	1	0
Performance Improvement Plan (PIP)	9	1	3	3	2	6
Promotion/Non-Selection	35	39	51	44	26	26
Reassignment						
Request Denied	2	2	0	1	0	0
Directed	7	5	5	4	1	2
Failure to Accommodate	16	5	12	7	6	5
Reinstatement	1	0	0	0	0	0
Retirement	1	1	0	0	0	0
Terms/Conditions of Employment	76	57	40	44	31	20

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Complaints by Issue <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Comparative Data Previous Fiscal Year Data										2010 thru 6/30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%		
Time and Attendance	12		7		6		7		0		4	
Training	2		3		5		1		2		3	
Other	14		12		18		7		4		8	

Processing Time	Comparative Data Previous Fiscal Year Data										2010 thru 6/30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%		
Complaints pending (for any length of time) during fiscal year												
Average number of days in investigation stage	202		175		139		145		140		114	
Average number of days in final action stage	76		99		75		62		47		53	
Complaints pending (for any length of time) during fiscal year where hearing was requested												
Average number of days in investigation stage	212		194		160		178		128		106	
Average number of days in final action stage	42		46		31		39		40		43	
Complaints pending (for any length of time) during fiscal year where hearing was not requested												
Average number of days in investigation stage	201		169		134		138		144		115	
Average number of days in final action stage	91		112		96		73		51		58	

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data										2010 thru 6/30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%		
Total Complaints Dismissed By Agency	41		31		20		21		7		7	
Average days pending prior to dismissal	150.49		191.00		261.00		133.00		43.00		68.00	
Complaints Withdrawn by Complainants												
Total complaints Withdrawn by Complainants	8		14		12		10		11		10	

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data										2010 thru 6/30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2	100 %	4	100 %	8	100 %	6	100 %	1	100 %	1	100 %
Without Hearing	2	100 %	2	50 %	1	13 %	2	33 %	1	100 %	0	0 %
With Hearing	0	0 %	2	50 %	7	88 %	4	67 %	0	0 %	1	100 %

Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										2010 thru 6/30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	2	100 %	6	100 %	10	100 %	7	100 %	1	100 %	1	100 %
Race	0	0 %	0	0 %	2	20 %	1	14 %	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 %	3	50 %	1	10 %	4	57 %	0	0 %	0	0 %
Sex	0	0 %	0	0 %	0	0 %	1	14 %	1	100 %	0	0 %
National Origin	0	0 %	0	0 %	2	20 %	0	0 %	0	0 %	0	0 %
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Age	2	100 %	0	0 %	2	20 %	0	0 %	0	0 %	0	0 %
Disability	0	0 %	3	50 %	3	30 %	1	14 %	0	0 %	1	100 %

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Findings of Discrimination Rendered by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											2010 thru 6/30	
	2005		2006		2007		2008		2009				
	#	%	#	%	#	%	#	%	#	%	#	%	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Findings After Hearing	0	0 %	4	67 %	9	90 %	5	71 %	0	0 %	1	100 %	
Race	0	0 %	0	0 %	2	22 %	1	20 %	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	50 %	1	11 %	3	60 %	0	0 %	0	0 %	
Sex	0	0 %	0	0 %	0	0 %	1	20 %	0	0 %	0	0 %	
National Origin	0	0 %	0	0 %	2	22 %	0	0 %	0	0 %	0	0 %	
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Age	0	0 %	0	0 %	2	22 %	0	0 %	0	0 %	0	0 %	
Disability	0	0 %	2	50 %	2	22 %	0	0 %	0	0 %	1	100 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Findings Without Hearing	2	100 %	2	33 %	1	10 %	2	29 %	1	100 %	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 %	1	50 %	0	0 %	1	50 %	0	0 %	0	0 %	
Sex	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	0	0 %	
National Origin	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Equal Pay	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Age	2	100 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Disability	0	0 %	1	50 %	1	100 %	1	50 %	0	0 %	0	0 %	
Non-EEO Basis	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	

Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2010 thru 6/30	
	2005		2006		2007		2008		2009				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2	100 %	4	100 %	11	100 %	7	100 %	1	100 %	1	100 %	
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Assignment of Duties	0	0 %	0	0 %	1	9 %	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 %	
Termination	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 %	
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 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Evaluation/Appraisal	0	0 %	0	0 %	1	9 %	1	14 %	0	0 %	0	0 %	
Examination/Test	0	0 %	0	0 %	1	9 %	0	0 %	0	0 %	0	0 %	
Harrassment													
Nonsexual	0	0 %	1	25 %	2	18 %	0	0 %	0	0 %	0	0 %	

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2010 thru 6/30	
	2005		2006		2007		2008		2009				
	#	%	#	%	#	%	#	%	#	%	#	%	
Sexual	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	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 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Promotion/Non-Selection	2	100 %	1	25 %	3	27 %	1	14 %	0	0 %	0	0 %	
Reassignment													
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Directed	0	0 %	0	0 %	1	9 %	1	14 %	0	0 %	0	0 %	
Failure to Accommodate	0	0 %	1	25 %	2	18 %	1	14 %	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 %	
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	3	43 %	0	0 %	1	100 %	
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	0	0 %	1	25 %	0	0 %	0	0 %	0	0 %	0	0 %	
Findings Afer Hearing	0	0 %	2	50 %	9	82 %	5	71 %	0	0 %	1	100 %	
Appointment/Hire	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Assignment of Duties	0	0 %	0	0 %	1	11 %	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 %	
Termination	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 %	
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 %	
Equal Pay Act Violation	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Evaluation/Appraisal	0	0 %	0	0 %	1	11 %	1	20 %	0	0 %	0	0 %	
Examination/Test	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Harrassment													
Nonsexual	0	0 %	1	50 %	2	22 %	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 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Promotion/Non-Selection	0	0 %	0	0 %	2	22 %	1	20 %	0	0 %	0	0 %	
Reassignment													
Request Denied	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Directed	0	0 %	0	0 %	1	11 %	1	20 %	0	0 %	0	0 %	
Failure to Accommodate	0	0 %	1	50 %	2	22 %	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 %	
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	2	40 %	0	0 %	1	100 %	
Time and Attendance	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	

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Findings of Discrimination Rendered by Issue	Comparative Data Previous Fiscal Year Data											2010 thru 6/30	
	2005		2006		2007		2008		2009				
	#	%	#	%	#	%	#	%	#	%	#	%	
Training	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 %	
Findings Without Hearing	2	100 %	2	50 %	2	18 %	2	29 %	1	100 %	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 %	
Termination	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 %	
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 %	
Equal Pay Act Violation	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 %	1	50 %	0	0 %	0	0 %	0	0 %	
Harrasment													
Nonsexual	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Sexual	0	0 %	0	0 %	0	0 %	0	0 %	1	100 %	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 %	
Performance Improvement Plan (PIP)	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %	
Promotion/Non-Selection	2	100 %	1	50 %	1	50 %	0	0 %	0	0 %	0	0 %	
Reassignment													
Request 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 %	
Failure to Accommodate	0	0 %	0	0 %	0	0 %	1	50 %	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 %	
Terms/Conditions of Employment	0	0 %	0	0 %	0	0 %	1	50 %	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	0	0 %	1	50 %	0	0 %	0	0 %	0	0 %	0	0 %	

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data Previous Fiscal Year Data					2010 thru 6/30
	2005	2006	2007	2008	2009	
Total complaints from previous Fiscal Years	114	140	90	64	81	93
Total Complainants	77	98	53	42	55	67
Number complaints pending						
Investigation	45	13	3	7	9	10
Hearing	46	79	71	45	70	76
Final Agency Action	9	19	12	3	1	4
Appeal with EEOC Office of Federal Operations	26	19	31	38	32	33

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Complaint Investigations	Comparative Data Previous Fiscal Year Data					2010 thru 6/30
	2005	2006	2007	2008	2009	
Pending Completion Where Investigation Exceeds Required Time Frames	111	90	77	75	23	16