All Commerce

Complaint Activity		Compa Previous F	rative Da			2011, 3rd
	2006	2007	2008	2009	2010	Quarter
Number of Complaints Filed	123	156	131	412	1122	232
Number of Complainants	120	145	123	390	1104	222
Repeat Filers	4	11	8	18	13	10

Complaints by Basis			rative Da			
		Previous F	iscal Yea	r Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	2006	2007	2008	2009	2010	2011, 3rd Quarter
Complaints filed . Race	49	74	49	159	431	90
Color	19	21	12	39	127	22
Religion	6	2	2	28	70	14
Reprisal	58	92	73	197	344	112
Sex	33	53	35	124	315	61
National Origin	11	19	11	39	115	24
Equal Pay Act	0	2	0	5	2	0
Age	44	61	58	147	363	81
Disability	38	40	39	104	246	60
Non-EEO	1	0	0	33	202	13

Commission to the Torres		Compa	rative Da	nta		
Complaints by Issue		Previous F				
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2006	2007	2008	2009	2010	2011, 3rd Quarter
Appointment/Hire	2	9	10	44	123	33
Assignment of Duties	28	41	26	41	75	32
Awards	11	13	14	4	4	4
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	•					2
Demotion	2	0	0	1	26	0
Reprimand	7	11	8	16	18	11
Removal	0	0	0	0	0	0
Suspension	6	6	3	8	4	15
Other	0	3	3	3	3	3
Duty Hours	0	0	1	2	15	0
Evaluation Appraisal	22	27	33	37	38	33
Examination/Test	0	0	0	1	3	0
Harassment						
Non-Sexual	43	77	59	145	246	88
Sexual	4	4	6	14	52	13
Medical Examination	1	0	0	0	0	0
Pay (Including Overtime)	0	5	4	8	59	7
Promotion/Non-Selection	26	43	41	55	78	22
Reassignment						
Denied	2	1	6	6	12	0
Directed	9	12	10	8	16	7
Reasonable Accommodation	18	15	14	33	51	12
Reinstatement	0	0	0	1	0	0
Retirement	0	3	2	0	1	0
Termination	23	24	17	180	641	61
Terms/Conditions of	1					
Employment	16	6	6	3	76	11
Time and Attendance	18	28	24	27	32	24
Training	12	13	7	17	19	10
Other	3	17	10	43	128	12

		Compa	arative Da	ata		
		Previous I	Fiscal Yea	r Data		2011,
Processing Time	2006	2007	2008	2009	2010	3rd Quarter
Complaints pending during fiscal year						

Average number of days in investigation	129	108	119	106	98	82
Average number of days in final action	254	97	89	92	113	108
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	141	122	132	118	103	89
Average number of days in final action	13	17	29	15	7	2
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	125	117	110	104	98	80
Average number of days in final action	313	128	94	121	125	178

Complaints Dismissed by		Compa Previous F	arative Da			2011,
Agency	2006	2007	2008	2009	2010	3rd Quarter
Total Complaints Dismissed by Agency	25	38	32	74	128	189
Average days pending prior to dismissal	129	52	57	46	59	110
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	13	13	8	12	12	25

				Co	omparativ	e Data						
Total Final Actions				Previo	ous Fisca	Year Da	ta				2011 3rd	l Quarter
Finding Discrimination	200	6	200	07	20	08	20	09	2010		2011 510	Quarter
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100	1	100	0	0	3	100	0	0%	0	0
Without Hearing	0	0	0	0	0	0	1	33	0	0	0	0
With Hearing	1	100	1	100	0	0	2	67	0	0	0	0

Findings of Discrimination		Comparative Data										
Rendered by Basis					Previo	us Fisca	l Year Da	ta				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total											2011, Quar	
complaints and findings.	2006		20		20			09	20	10		
•	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100	1	100	0	0	3	100	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	1	25	1	50	0	0	2	29	0	0	0	0
Sex	1	25	1	50	0	0	2	29	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	1	25	0	0	0	0	1	14	0	0	0	0
Disability	1	25	0	0	0	0	2	28	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1	100	1	100	0	0	2	67	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	1	25	1	50	0	0	2	33	0	0	0	0
Sex	1	25	1	50	0	0	2	33	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	1	25	0	0	0	0	1	17	0	0	0	0
Disability	1	25	0	0	0	0	1	17	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0	0	0	0	0	0	1	33	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	1	100	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

	Comparati											
Findings of Discrimination	Previous										2011, 3r	
Rendered by Issue	200	6	20	07	20	08	20	09	20	10	Quarter	
	#	%	#	%	#	%	#	%	#	%	# (%
Total Number Findings	1	100	1	100	0	0	3	100	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0		0	0	0	0
Assignment of Duties	0	0	1	20	0	0	0	0	0	0	0	0
Awards	1	33	1	20	0	0	1	20	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	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
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
Other	0	0	0	0	0	0	0		0	0	0	0
Duty Hours	0	0	0	0	0	0	0		0	0	0	0
Evaluation Appraisal	0	0		0	0	0	0		0	0	0	0
Examination/Test	0	0	0	0	0	0	0		0	0	0	0
Harassment	0	0	0	0	0	0	0		0	0	0	0
Non-Sexual	1	33	1	20	0	0	2	40	0	0	0	0
Sexual	0	0	0	0	0	0	0		0	0	0	0
Medical Examination	0	0		0	0	0	0		0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0		0	0	0	0
Promotion/Non-Selection	1	34	1	20	0	0	1		0	0	0	0
Reassignment	0	0		0	0	0	0		0	0	0	0
Denied	0	0	0	0	0	0	0		0	0	0	0
Directed	0	0	0	0	0	0	0		0	0	0	0
Reasonable Accommodation	0	0		0	0	0	0		0	0	0	0
Reinstatement	0	0	0	0	0	0	0		0	0	0	0
Retirement Termination	0	0		0	0	0	0		0	0	0	0
Termination Terms/Conditions of	0	0	0	0	0	0	0		0	0	0	0
Time and Attendance	0	0	1	20	0	0	0		0	0	0	0
Training	0	0	0	0	0	0	1	20	0	0	0	0
Other	0	0		0	0	0	0		0	0	0	0
Other		J	U	<u> </u>	<u> </u>				0		o l	
Findings After Hearing	1	100	1	100	0	0	2	100	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0		0	0	0	0
Assignment of Duties	0	0	1	20	0	0	0		0	0	0	0
Awards	1	33	1	20	0	0	1	25	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0		0	0	0	0
Disciplinary Action	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
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
Other	0	0	0	0	0	0	0		0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0		0	0	0	0
Examination/Test	1	33	0	0	0	0	0		0	0	0	0
Harassment	0	0	0	0	0	0	0		0	0	0	0
Non-Sexual	0	0	1	20	0	0	2	50	0	0	0	0
Sexual	0	0	0	0	0	0	0		0	0	0	0
Medical Examination	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
Promotion/Non-Selection	1	34	1	20	0	0	1		0	0	0	0
Reassignment	0	0		0	0	0				0		0
Denied	0	0	0	0	0	0	0		0	0	0	0
Directed	0	0		0	0	0	0		0	0	0	0
Reasonable Accommodation	0	0		0	0	0	0		0	0	0	0
Reinstatement	0	0		0	0	0	0		0	0	0	0
Retirement	0	0		0	0	0	0		0	0		0
Termination	0	0		0	0	0	0		0	0		0
Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment Time and Attendance	0	0	1	20	0	0	0	0	0	0	0	0
	0	0		20	0	0	0		0	0	0	0
Training	U	U	U	U	U	U	U	1 0	U	U	U	

Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0		100	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	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
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	0	0	0	0	0	0	0	0	0	0	0	0
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	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
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	0	0	0	0	0	0	0	0	0	0	0	0
Employment												
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	100	0	0	0	0
Other	0	0	0	0	0		0		0	0	0	0

Pending Complaints Filed	nding Complaints Filed Comparative Data											
in Previous Fiscal Years		Previous Fiscal Year Data										
by Status	2006	2007	2008	2009	2010	Quarter						
Total complaints from												
previous Fiscal Years	171	119	76	79	230	432						
Total Complainants	148	95	68	72	207	397						
Number complaints pending	1											
Investigation	n/a	2	1	0	18	25						
Hearing	n/a	42	31	39	132	312						
Final Action	n/a	35	9	11	53	41						
Appeal with EEOC Office												
of Federal Operations	n/a	36	30	26	27	54						

Complaint Investigations	Comparative Data Previous Fiscal Year Data				
					2010
	2006	2007	2008	2009	
Pending Complaints Where					
Investigation Exceeds					
Required Time Frames	141	53	0	9	74