Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

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

				(Comp	para	tive D	ata (So	ec. 161	4.705)			2012
Complaint Activity Sec. 1614.704 (a), (b)), and (o	:)			P	revi	ious Fi	scal Y	ear Da	ta			thru 9/30/12
		200	02 200	3 200)4 2	2005	2000	6 200	7 200	8 200)9 201	.0 2011	9/30/12
Number of Complaints Filed		46	39	33	2	26	21	28	37	30	33	21	25
Number of Complainants		43	38	30	2	26	19	23	36	26	33	21	24
Repeat Filers		2	1	3	()	2	3	1	3	1	0	1
G 1: (1 P : G 1(14504(1)			Cor	mpara	tive 1	Data	a (Sec.	1614.7	(05)	•			
Complaints by Basis Sec. 1614.704 (d)				Previo	ous I	isca	ıl Year	· Data				2012	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	200	06	2007	2008	2009	2010	2011	thru 9/30/12	
Race	19	12	13	11	7		6	24	12	13	4	9	
Color	1	0	1	1	1		0	1	4	1	2	2	
Religion	8	0	2	0	1		0	1	0	0	0	2	
Reprisal	24	24	23	14	12		21	20	21	20	11	13	
Sex	17	16	13	7	3	\sqcap	11	20	16	10	12	7	
PDA	0	0	0	0	0	\sqcap	0	0	0	0	0	0	
National Origin	6	6	4	6	3	\sqcap	7	4	7	9	4	3	
Equal Pay Act	0	0	0	0	0	\sqcap	1	0	1	1	0	1	
Age	9	12	8	9	7		5	12	13	9	7	7	
Disability	12	8	9	5	4		22	15	11	14	7	14	
Genetic Information	n/a	n/a	n/a	n/a	n/a		n/a	n/a	n/a	0	0	1	
Non-EEO basis	0	0	0	0	0		0	0	0	0	3	1	
Complaints by Issue Sec. 1614.704 (e)			Cor	mpara	tive 1	Data	a (Sec.	1614.7	(05)				
	Previou	ıs Fisc	al Year	Data								2012	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2002	2003	2004	2005	200	06	2007	2008	2009	2010	2011	thru 9/30/12	
Appointment/Hire	3	2	1	1	0		5	6	14	1	5	1	
Assignment of Duties	1	4	5	4	2	1	4	0	3	3	4	3	
Awards	4	2	1	1	0		1	1	1	1	0	1	
Conversion to Full-time	0	0	0	0	0		0	1	0	0	0	0	

				Discip	olinary	Actio	n						
Demotion			2	0	0	0	0	5	0	0	1	0	1
Reprimand			3	1	1	0	0	1	0	2	2	2	0
Removal			1	0	1	0	2	1	1	6	3	0	0
Suspension			0	2	0	2	0	0	1	0	1	2	1
Other			0	0	1	1	0	0	0	0	1	0	0
Duty Hours			1	0	0	0	2	0	0	0	0	0	0
Evaluation Appraisal			6	7	9	2	1	11	11	4	6	2	1
Examination/Test			0	0	1	0	0	0	0	0	0	0	0
				Н	arassn	nent							
Non-Sexual			18	13	12	11	6	8	14	3	13	3	13
Sexual			1	1	0	0	0	0	1	0	1	3	1
Medical Examination			0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)		2	2	0	0	0	2	3	2	1	0	2
Promotion/Non-Selection	1		16	8	4	4	3	4	29	17	12	1	0
				Re	assign	ment					'		
Denied			2	3	1	0	0	0	0	0	0	0	1
Directed			1	2	1	2	2	0	0	1	1	0	1
Reasonable Accommoda	tion		7	3	3	1	2	7	7	3	5	2	6
Reinstatement			0	0	0	0	0	0	0	0	0	0	0
Retirement			1	1	0	0	0	2	1	1	0	0	0
Termination			3	0	0	0	0	5	6	7	2	2	1
Terms/Conditions of Em	ploymen	t	10	5	9	9	6	13	9	7	6	6	7
Time and Attendance			0	1	3	1	0	0	0	1	0	1	0
Training			1	1	1	2	0	0	8	5	4	3	0
Other			0	12	3	2	7	6	2	6	0	0	3
Processing Time				Com	- parativ	ve Dat	a (Sec. 1	614.70	5)		<u>'</u>	_	2012
Sec. 1614.704(f) the				P	reviou	s Fisc	al Year	Data					2012 thru
average length of time it has taken an agency	2002	2003	2004	200	5 2	006	2007	2008	200	9	2010	2011	9/30/12
to complete, respectively, investigation and final action for:													
Complaints pending (for any length of time) during fiscal year													
Average number of days in investigation	248.47	241.76	144.70	152.	61 18	80.83	109.91	172.17	7 222.	51 2	29.54	340.59	240.08

stage																									
Average number days in final actionstage		96.8	1	132.6	50 15	6.84	4 155.	.63	174	.69	12	28.75	144.7	75	131.18	92	2.53	21	5.13	2	205.6	7			
Complaints per (for any length time) during f year where her was request	<i>h oj</i> isca arir	f al																							
Average number days in investiga stage		300.9	95	292.9)4 33	1.7.	3 222.	.42	204	.80	19	96.20	204.7	73	180.00	235	5.40	16	65.60	2	239.8	6			
Average number days in final actionstage		89.90	0	78.6	67 9	6.6	0 42.	.08	98	.40	3	37.00	135.5	50	35.80	55	5.00	4	00.04		30.0	0			
Complaints per (for any length time) during f year where her was not reque	<i>h oj</i> isca arir	f al ng																							
Average number days in investiga stage		312.	68	372.9	05 24	-1.8′	7 196.	.06	181	.55	7	75.13	167.	79	236.32	226	5.35	10)9.66	2	240.3	3			
Average number days in final activatage		105.4	44	151.6	58 19	6.1.	3 231.	.33	208	.91	21	12.58	137.8	86	153.67	94	1.23	10)5.28	3	381.3	3			
Compleints Di							Co	omp	arat	ive]	Dat	ta (Sec	. 161	4.7	05)						2012				
Complaints Di Agend		ssea by			•00	. 1	••••					cal Yea			2 4000	Τ.	.010	Т.	•		thru /30/1				
Total Complaints		smissed		002	2003	\dashv	2004	200	05	20	<u>06</u>	2007	2	900	_	╁	2010	\dagger	2011	\vdash		-			
by Agency			9		2	_	4	3		4		1	1		3	0		4	-			5			
Average days per to dismissal	ndiı	ng prior	37	6.30	238.0	00	82.00	119	0.00	74.	.75	51.00) 14	0.0	00 60.67	10	00.00	8	32.00	1	61.4	0			
Complaints Wit Complainants	hdr	awn by																							
Total complaints by Complainants		thdrawn	4		5		10	4		2		0	2		4	1		2	2			1			
Total Final Actions							C					ıta (Sec			705))12
Finding Discrimination	L	2002	1	200	2		2004	Pı	200		Fis	2006	ar Da	ata —	2007	1 20	008	2	009	20)10	20)11		nru 0/12
(Sec. 1614.704(i))	#	%	#		<i>5 6</i>	#	2004 %	\dashv	_	-	#	2000 %	;	#	%	#	%	#	%	#	%	#	%	#	%
Total Number	1		1			1			0		1		7	0		0		0		0		0		0	
Findings						\square		\dashv	\dashv	\dashv	+			+		1	_	\vdash	-	\vdash		Н	\vdash	\vdash	
Without Hearing	0		0			0			0		0			0		0		0		0		0		0	

Findings of						Com	par	ativo	e Da	ata (Sec	. 16	514.7	05)								20	012
Discrimination Rendered by						F	rev	ious	Fis	scal Yea	r D	ata									l tł	ıru
Basis		2002		2003		2004	20	005		2006	20	007	20	008	20)09	20	010	20	011	9/3	30/12
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		0		1		0		0		0		0		0		0	
Race			1	100%					Г													
Color							Г															
Religion	П		П				Г		Г													
Reprisal																						
Sex			1	100%	1	100%											Г		Г			
National Origin					1	100%	Г															
Equal Pay Act	Г		Т						Г													
Age	Т		1	100%					Г													
Disability	1	100%							1	100%												
Genetic Information	Г		Г																			
Non-EEO																						
Findings After Hearing	1		1		1		0		1		0		0		0		0		0		0	
Race			1	100%																		
Color									Г													
Religion																						
Reprisal																						
Sex			1	100%	1	100%																
National Origin					1	100%																
Equal Pay Act	Г		Г				Г		Г													
Age	Г		1	100%			Т		Г										Г			
Disability	Γ		Γ						1	100%							Г		Г			
Genetic Information																						
Non-EEO																						
Findings Without	0		0		0		0		0		0		0		0		0		0		0	

Hearing																						
Race															П							
Color															П							
Religion															П							
Reprisal															П							
Sex	Π										Г				П							
National Origin	Π										Г				П							
Equal Pay Act	Γ														П							
Age	Г														П							
Disability															П							
Genetic Information																						
Non-EEO															П							
						Com	par	ative	e Da	ata (Sec	. 16	14.7	05)									
Findings of	Г					F	rev	ious	Fis	scal Yea	r D	ata)12 iru
Discrimination Rendered by	Г	2002		2003		2004	20	005		2006	20	007	20	008	20)09	20)10	20)11		0/12
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		0		1		0		0		0		0		0		0	
Appointment/Hire	Γ				Г										П							
Assignment of Duties																						
Awards									1	100%					П							
Conversion to Full-time																						
						Dis	cip	linar	y A	ction			,			J						
Demotion																						
Reprimand							Г															
Suspension																						
Removal																						
Other																						
Duty Hours																						
Evaluation Appraisal																						
Examination/Test																						
							Ha	rass	mei	nt												
Non-Sexual																						
Sexual																						

Medical Examination																	
Pay (Including Overtime)																	
Promotion/Non- Selection			1	100%													
]	Rea	ssigi	ıme	ent							
Denied																	
Directed																	
Reasonable Accommodation	1	100%															
Reinstatement																	
Retirement																	
Termination																	
Terms/Conditions of Employment					1	100%											
Time and Attendance																	
Training																	
Other																	
Findings After Hearing	1		1		1		0		1		0	0	0	0		0	
Appointment/Hire																	
Assignment of Duties																	
Awards									1	100%							
Conversion to Full-time																	
						Dis	cip	linar	у А	ction							
Reprimand																	
Suspension																	
Removal																	
Other																	
Duty Hours																	
Evaluation Appraisal																	
Examination/Test																	
							Ha	rass	mei	nt							
Non-Sexual	\Box																

Sexual																	
Medical Examination																	
Pay (Including Overtime)																	
Promotion/Non- Selection			1	100%													
]	Rea	ssigi	ıme	ent							
Denied																	
Directed																	
Reasonable Accommodation					1	100%											
Reinstatement																	
Retirement																	
Termination																	
Terms/Conditions of Employment	1	100%															
Time and Attendance																	
Training																	
Other																	
Findings Without Hearing	0		0		0		0		0		0	0	0	0	0	0	
Appointment/Hire	Γ								Г								
Assignment of Duties																	
Awards			Γ								Г						
Conversion to Full-time																	
						Dis	cip	linar	y A	ction							
Reprimand																	
Suspension																	
Removal																	
Other																	
Duty Hours																	
Evaluation Appraisal																	
Examination/Test																	
							Ha	rass	mei	nt							
Non-Sexual																	

Sexual	Γ																					
Medical Examination																						
Pay (Including Overtime)																						
Promotion/Non- Selection																						
		•						R	ea	ssign	m	ent										
Denied	Τ																					
Directed																		\Box				
Reasonable Accommodation																						
Reinstatement	Τ		T																			
Retirement																		\Box				
Termination																		\Box				
Terms/Conditions of Employment																	Ī					
Time and Attendance																						
Training																						
Other																						
Pending Complain					vious					C					1614. r Data)12 iru
1614						20	002	2003	3	2004	_	2005	2006	200	2008	_)9	2010	20	011	9/3	0/12
Total complaints fro	om j	previo	us F	Fisc	al	63		60		56	╁	36	24	15	27	50		46	34	4		23
Total Complainants						57	,	53	1	53	1	32	24	15	24	40		38	29	9		20
]	Nun	nber	co	mpla	nin'	ts pen	ding									
Investigation						33	;	25		10		6	8	4	11	19		0	0			0
ROI Issued, Pending Actions	g Co	ompla	inan	ıt's		0		0		0	1	0	0	0	0	0		0	0			1
Hearing						30)	12	1	20	7	16	9	5	9	15		10	9			6
Final Agency Actio	n					0		20	7	15	1	10	10	6	7	16		6	1			3
Appeal with EEOC Operations	Off	ice of	Fed	lera	ıl	*		*		6		8	7	7	5	5		9	1	1		17

^{*}Column corrected by 2 complaints that were settled during FY 2008 at the hearing stage but were not inputted into the complaint database.

	Comparative Data (Sec. 1614.705)	2012
Complaint Investigations	Previous Fiscal Year Data	thru

I .											9/30/12
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	9/30/12
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	0	1	2	1