## **Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act**

## Data as of 06-30-2012

**Equal Pay Act** 

Age

Disability

Non-EEO

Complaint Activity	2007	2008	2009	2010	2011	FY2012 YTD
Number of Complaints Filed	35	13	15	22	51	28
Number of Complainants	21	10	13	22	42	23
Repeat Filers	5	1	2	0	3	1
Complaints by Basis						
Note: Complaints can be filed						
alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	FY2012 YTD
the bases may not equal total	<b>2007</b> 18	<b>2008</b>	<b>2009</b> 7	<b>2010</b>	<b>2011</b> 28	
the bases may not equal total complaints filed.						YTD
the bases may not equal total complaints filed.  Race	18	8		9	28	<b>YTD</b> 18
the bases may not equal total complaints filed.  Race  Color	18	8	7	9 2	28	<b>YTD</b> 18  8
the bases may not equal total complaints filed.  Race  Color  Religion	18 2 2	8 1 1	7 1 0	9 2 1	28 14 3	<b>YTD</b> 18  8  0

Number of Complaints Alleging Each Type of Claim							
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2007	2008	2009	2010	2011	FY2012 YTD	
Appointment/Hire	1	0	9	4	14	9	
<b>Assignment of Duties</b>	10	3	3	4	15	10	
Awards	10	1	0	2	9	3	

Conversion to Full-time	0	0	0	3	3	0
Disciplinary Action						
Demotion	0	0	0	0	2	1
Reprimand	6	0	0	3	5	3
Suspension	7	0	0	0	1	0
Removal	2	0	0	3	1	2
Other	4	2	2	3	14	8
<b>Duty Hours</b>	2	0	0	0	2	3
<b>Evaluation Appraisal</b>	15	3	5	12	22	9
<b>Examination Test</b>	3	0	0	2	0	1
Harassment						
Non-Sexual	24	5	5	9	30	16
Sexual	0	1	1	0	4	2
Medical Examination	4	0	0	0	0	1
Pay (Including Overtime)	13	1	1	3	9	3
<b>Promotion Non-Selection</b>	7	3	1	8	20	11
Reassignment						
Denied	6	2	0	4	6	5
Directed	0	0	0	0	4	0
Reasonable Accommodation	7	2	0	3	2	4
Reinstatement	1	2	2	0	1	1
Retirement	2	1	0	0	2	0
Termination	6	1	3	5	7	2
Terms/Conditions of Employment	21	3	4	1	7	4
Time and Attendance	8	0	2	1	6	7
Training	11	2	4	7	10	9
Other	9	3	8	9	14	9

Processing Time								
	2007	2008	2009	2010	2011	FY2012 YTD		
Complaints pending during fiscal year								
Average number of days	199	211	194	199	207	222		

in investigation						
Average number of days in final action	106	67	22	46	30	40
Complaints pending during fis	cal year w	here heari	ng was req	uested		
Average number of days in investigation	194	227	196	198	185	222
Average number of days in final action	35	25	11	20	20	42
Complaints pending during fis	cal year w	here heari	ng was not	requested		
Average number of days in investigation	212	203	189	200	230	221
Average number of days in final action	156	101	42	73	46	36

Complaints Dismissed by Agency								
	2007	2008	2009	2010	2011	FY2012 YTD		
Total Complaints Dismissed by Agency	13	4	0	5	8	8		
Average Days pending prior to dismissal	210	125	0	132	45	99		

Complaints Withdrawn by Complainants							
	2007	2008	2009	2010	2011	FY2012 YTD	
Total Withdrawn by Complainants	6	3	3	5	5	2	

Total Final Actions Finding Discrimination									
	2007 2008 2009 2010 2011 FY2012 YTD								
<b>Total Number of Findings</b>	0	1	1	0	0	0			
Without Hearing	0	1 (100%)	0	0	0	0			
With Hearing	0	0	1 (100%)	0	0	0			

Findings of Discrimination Re	ndered by	Basis				
Note: Complaints can be filed alleging multiple Bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	FY2012 YTD
<b>Total Number of Findings</b>	0	1	1	0	0	0
Race	0	1 (100%)	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	1 (100%)	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	1 (100%)	0	0	0	0
Disability	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings After Hearing	0	0	1	0	0	0
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	1 (100%)	0	0	0
National Origin	0	0	0	0	0	0
<b>Equal Pay Act</b>	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings Without Hearing	0	1	0	0	0	0
_						
Race	0	1 (100%)	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0

Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
<b>Equal Pay Act</b>	0	0	0	0	0	0
Age	0	1 (100%)	0	0	0	0
Disability	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Findings of Discrimination Re	ndered by	Issue				
	2007	2008	2009	2010	2011	FY2012 YTD
<b>Total Number of Findings</b>	0	1	1	0	0	0
Appointment/Hire	0	0	0	0	0	0
<b>Assignment of Duties</b>	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
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
<b>Duty Hours</b>	0	0	0	0	0	0
<b>Evaluation Appraisal</b>	0	0	0	0	0	0
<b>Examination Test</b>	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	1 (100%)	0	0	0
<b>Promotion Non-Selection</b>	0	1 (100%)	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0

Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0
Findings After Hearing	0	0	1	0	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
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
<b>Duty Hours</b>	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
<b>Examination Test</b>	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	1 (100%)	0	0	0
<b>Promotion Non-Selection</b>	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0

Termination	Retirement	0	0	0	0	0	0		
Terms/Conditions of Employment					l l				
Employment		U	0	U	0	U	U		
Training	Employment	0	0	0	0	0	0		
College	Time and Attendance	0	0	0	0	0	0		
Findings Without Hearing	Training	0	0	0	0	0	0		
Appointment/Hire	Other - User Defined	0	0	0	0	0	0		
Appointment/Hire									
Assignment of Duties	Findings Without Hearing	0	1	0	0	0	0		
Awards	Appointment/Hire	0	0	0	0	0	0		
Conversion to Full-time         0         0         0         0         0           Disciplinary Action         Demotion         0         0         0         0         0         0           Reprimand         0 <th< th=""><th>Assignment of Duties</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th><th>0</th></th<>	Assignment of Duties	0	0	0	0	0	0		
Disciplinary Action   Demotion   O   O   O   O   O   O   O   O   O	Awards	0	0	0	0	0	0		
Demotion	Conversion to Full-time	0	0	0	0	0	0		
Reprimand   0	Disciplinary Action								
Suspension   0   0   0   0   0   0   0   0   0	Demotion	0	0	0	0	0	0		
Removal         0         0         0         0         0           Other         0         0         0         0         0           Duty Hours         0         0         0         0         0           Evaluation Appraisal         0         0         0         0         0           Examination Test         0         0         0         0         0         0           Harassment         0         0         0         0         0         0         0           Sexual         0         0         0         0         0         0         0           Medical Examination         0         0         0         0         0         0         0           Pay Including Overtime         0         0         0         0         0         0         0           Promotion Non-Selection         0         1 (100%)         0         0         0         0           Reassignment         0         0         0         0         0         0         0           Driected         0         0         0         0         0         0         0           Reasonab	Reprimand	0	0	0	0	0	0		
Other         0         0         0         0         0           Duty Hours         0         0         0         0         0         0           Evaluation Appraisal         0         0         0         0         0         0           Examination Test         0         0         0         0         0         0           Harassment         Non-Sexual         0         0         0         0         0         0           Sexual         0         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         0         1 (100%)         0         0         0         0           Reassignment         Denied         0         0         0         0         0           Denied         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0     <	Suspension	0	0	0	0	0	0		
Duty Hours         0         0         0         0         0           Evaluation Appraisal         0         0         0         0         0           Examination Test         0         0         0         0         0           Harassment         *** Sexual         0         0         0         0         0           Non-Sexual         0         0         0         0         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         0         1 (100%)         0         0         0         0           Reassignment         Denied         0         0         0         0         0         0           Denied         0         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0           Retirem	Removal	0	0	0	0	0	0		
Evaluation Appraisal         0         0         0         0         0           Examination Test         0         0         0         0         0           Harassment           Non-Sexual         0         0         0         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         0         1 (100%)         0         0         0         0           Reassignment           Denied         0         0         0         0         0         0           Directed         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0           Retirement         0         0         0         0         0         0         0	Other	0	0	0	0	0	0		
Examination Test   0   0   0   0   0   0   0   0   0	<b>Duty Hours</b>	0	0	0	0	0	0		
Non-Sexual   0   0   0   0   0   0   0   0   0	Evaluation Appraisal	0	0	0	0	0	0		
Non-Sexual         0         0         0         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         0         1 (100%)         0         0         0         0           Reassignment         0         0         0         0         0         0         0           Denied         0         0         0         0         0         0         0           Denied         0         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0           Retirement         0         0         0         0         0         0         0	Examination Test	0	0	0	0	0	0		
Sexual         0         0         0         0         0           Medical Examination         0         0         0         0         0           Pay Including Overtime         0         0         0         0         0           Promotion Non-Selection         0         1 (100%)         0         0         0         0           Reassignment         0         0         0         0         0         0         0           Directed         0         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0           Retirement         0         0         0         0         0         0	Harassment								
Medical Examination         0         0         0         0         0           Pay Including Overtime         0         0         0         0         0         0           Promotion Non-Selection         0         1 (100%)         0         0         0         0           Reassignment         Denied         0         0         0         0         0         0           Directed         0         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0           Retirement         0         0         0         0         0         0	Non-Sexual	0	0	0	0	0	0		
Pay Including Overtime         0         0         0         0         0           Promotion Non-Selection         0         1 (100%)         0         0         0           Reassignment         Denied         0         0         0         0         0         0           Directed         0         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0         0           Retirement         0         0         0         0         0         0         0	Sexual	0	0	0	0	0	0		
Promotion Non-Selection         0         1 (100%)         0         0         0           Reassignment         Denied         0         0         0         0         0         0           Directed         0         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0           Retirement         0         0         0         0         0         0	Medical Examination	0	0	0	0	0	0		
Reassignment           Denied         0         0         0         0         0         0           Directed         0         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0         0         0           Retirement         0         0         0         0         0         0         0         0	Pay Including Overtime	0	0	0	0	0	0		
Denied         0         0         0         0         0           Directed         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0         0           Retirement         0         0         0         0         0         0         0	Promotion Non-Selection	0	1 (100%)	0	0	0	0		
Directed         0         0         0         0         0         0           Reasonable Accommodation         0         0         0         0         0         0         0           Reinstatement         0         0         0         0         0         0         0           Retirement         0         0         0         0         0         0         0	Reassignment								
Reasonable Accommodation         0         0         0         0         0           Reinstatement         0         0         0         0         0         0           Retirement         0         0         0         0         0         0         0	Denied	0	0	0	0	0	0		
Reinstatement         0         0         0         0         0           Retirement         0         0         0         0         0         0	Directed	0	0	0	0	0	0		
Retirement         0         0         0         0         0	Reasonable Accommodation	0	0	0	0	0	0		
	Reinstatement	0	0	0	0	0	0		
<b>Termination</b> 0 0 0 0 0	Retirement	0	0	0	0	0	0		
	Termination	0	0	0	0	0	0		

Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status								
	2007	2008	2009	2010	2011	FY2012 YTD		
Total Complaints from previous Fiscal Years	51	41	29	25	24	46		
<b>Total Complainants</b>	38	25	19	21	20	38		
Number of Complaints Pending								
Investigation	0	0	0	0	0	1		
Hearing	12	12	6	8	8	17		
Final Action	8	7	8	2	0	1		
Appeal	5	2	4	3	9	4		

Complaint Investigations							
	2007	2008	2009	2010	2011	FY2012 YTD	
Pending Complaints Where Investigations Exceed Required Time Frames	14	1	0	0	0	0	