

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

Complaint Activity Sec. 1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)							2009 Thru 09/30
	Previous Fiscal Year Data							
	2002	2003	2004	2005	2006	2007	2008	
Number of Complaints Filed	46	39	33	26	21	28	37	30
Number of Complainants	43	38	30	26	19	23	36	26
Repeat Filers	2	1	3	0	2	3	1	3
Complaints by Basis Sec. 1614.704 (d)	Comparative Data (Sec. 1614.705)							2009 thru 09/30
	Previous Fiscal Year Data							
	2002	2003	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>								
Race	19	12	13	11	7	6	24	12
Color	1	0	1	1	1	0	1	4
Religion	8	0	2	0	1	0	1	0
Reprisal	24	24	23	14	12	21	20	21
Sex	17	16	13	7	3	11	20	16
National Origin	6	6	4	6	3	7	4	7
Equal Pay Act	0	0	0	0	0	1	0	1
Age	9	12	8	9	7	5	12	13
Disability	12	8	9	5	4	22	15	11

Complaints by Basis Sec. 1614.704 (d)	Comparative Data (Sec. 1614.705)							2009 thru 09/30
	Previous Fiscal Year Data							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2002	2003	2004	2005	2006	2007	2008	
Non-EEO basis	0	0	0	0	0	0	0	0
Complaints by Issue Sec. 1614.704 (e)	Comparative Data (Sec. 1614.705)							2009 thru 09/30
	Previous Fiscal Year Data							
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2002	2003	2004	2005	2006	2007	2008	
Appointment/Hire	3	2	1	1	0	5	6	14
Assignment of Duties	1	4	5	4	2	4	0	3
Awards	4	2	1	1	0	1	1	1
Conversion to Full-time	0	0	0	0	0	0	1	0
Disciplinary Action								
Demotion	2	0	0	0	0	5	0	0
Reprimand	3	1	1	0	0	1	0	2
Removal	1	0	1	0	2	1	1	6
Suspension	0	2	0	2	0	0	1	0
Other	0	0	1	1	0	0	0	0
Duty Hours	1	0	0	0	2	0	0	0
Evaluation Appraisal	6	7	9	2	1	11	11	4
Examination/Test	0	0	1	0	0	0	0	0
Harassment								
Non-Sexual	18	13	12	11	6	8	14	3
Sexual	1	1	0	0	0	0	1	0

Complaints by Issue Sec. 1614.704 (e)	Comparative Data (Sec. 1614.705)							2009 thru 09/30
	Previous Fiscal Year Data							
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2002	2003	2004	2005	2006	2007	2008	
Medical Examination	0	0	0	0	0	0	0	0
Pay (Including Overtime)	2	2	0	0	0	2	3	2
Promotion/Non-Selection	16	8	4	4	3	4	29	17
Reassignment								
Denied	2	3	1	0	0	0	0	0
Directed	1	2	1	2	2	0	0	1
Reasonable Accommodation	7	3	3	1	2	7	7	3
Reinstatement	0	0	0	0	0	0	0	0
Retirement	1	1	0	0	0	2	1	1
Termination	3	0	0	0	0	5	6	7
Terms/Conditions of Employment	10	5	9	9	6	13	9	7
Time and Attendance	0	1	3	1	0	0	0	1
Training	1	1	1	2	0	0	8	5
Other	0	12	3	2	7	6	2	6
Processing Time	Comparative Data (Sec. 1614.705)							2009 thru 09/30
Sec. 1614.704(f)	Previous Fiscal Year Data							

	2002	2003	2004	2005	2006	2007	2008	
Complaints pending (for any length of time) during fiscal year								
Average number of days in investigation stage	248.47	241.76	144.70	152.61	180.83	109.91	172.17	222.51
Average number of days in final action stage	96.81	132.60	156.84	155.63	174.69	128.75	144.75	131.18
Complaints pending (for any length of time) during fiscal year where hearing was requested								
Average number of days in investigation stage	300.95	292.94	331.73	222.42	204.80	196.20	204.73	180.00
Average number of days in final action stage	89.90	78.67	96.60	42.08	98.40	37.00	135.50	35.80
Complaints pending (for any length of time) during fiscal year where hearing was not requested								
Average number of days in investigation stage	312.68	372.95	241.87	196.06	181.55	75.13	167.79	236.32

Processing Time	Comparative Data (Sec. 1614.705)												2009 thru 09/30		
Sec. 1614.704(f) the average length of time it has taken an agency to complete, respectively, investigation and final action for:	Previous Fiscal Year Data														
	2002	2003	2004	2005	2006	2007	2008								
Average number of days in final action stage	105.44	151.68	196.13	231.33	208.91	212.58	137.86						153.67		
Complaints Dismissed by Agency	Comparative Data (Sec. 1614.705)												2009 thru 09/30		
	Previous Fiscal Year Data														
	2002	2003	2004	2005	2006	2007	2008								
Total Complaints Dismissed by Agency	9	2	4	3	4	1	1						3		
Average days pending prior to dismissal	376.30	238.00	82.00	119.00	74.75	51.00	140.00						60.67		
Complaints Withdrawn by Complainants															
Total complaints Withdrawn by Complainants	4	5	10	4	2	1	2						4		
Total Final Actions Finding Discrimination (Sec. 1614.704(i))	Comparative Data (Sec. 1614.705)														2 t 0
	Previous Fiscal Year Data														
	2002		2003		2004		2005		2006		2007		2008		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		1		0		1		0		0		0

Total Final Actions Finding Discrimination (Sec. 1614.704(i))	Comparative Data (Sec. 1614.705)															
	Previous Fiscal Year Data															
	2002		2003		2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Without Hearing	0		0		0		0		0		0		0		0	
With Hearing	1	100.00%	1	100.00%	1	100.00%	0		1	100.00%	0	100.00%	0		0	
Findings of Discrimination Rendered by Basis	Comparative Data (Sec. 1614.705)															
	Previous Fiscal Year Data															
	2002	2003	2004	2005	2006	2007	2008	2009 thru 09/30								
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		0		1		0		0		0	
Race			1	100%												
Color																
Religion																
Reprisal																
Sex			1	100%	1	100%										
National Origin					1	100%										
Equal Pay Act																
Age			1	100%												
Disability	1	100%							1	100%						

Findings of Discrimination Rendered by Basis	Comparative Data (Sec. 1614.705)																2009 thru 09/30
	Previous Fiscal Year Data																
	2002		2003		2004		2005		2006		2007		2008				
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
	Religion																
Reprisal																	
Sex																	
National Origin																	
Equal Pay Act																	
Age																	
Disability																	
Non-EEO																	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)																2009 thru 09/30
	Previous Fiscal Year Data																
	2002		2003		2004		2005		2006		2007		2008				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		1		1		0		1		0		0		0		
Appointment/Hire																	
Assignment of Duties																	
Awards									1	100%							

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)														2009 thru 09/30		
	Previous Fiscal Year Data																
	2002		2003		2004		2005		2006		2007		2008				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Promotion/Non-Selection																	
Reassignment																	
Denied																	
Directed																	
Reasonable Accommodation																	
Reinstatement																	
Retirement																	
Termination																	
Terms/Conditions of Employment																	
Time and Attendance																	
Training																	
Other																	
Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))	Comparative Data (Sec. 1614.705)														2009		
	Previous Fiscal Year Data																
	2002	2003	2004	2005	2006	2007	2008										
Total complaints from previous Fiscal Years	63	60	56	36	24	15	27	50									
Total Complainants	57	53	53	32	24	15	24	40									
Number complaints pending																	
Investigation			33	25	10	6	8	4	11	19							

Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))	Comparative Data (Sec. 1614.705)							2009
	Previous Fiscal Year Data							
	2002	2003	2004	2005	2006	2007	2008	
Hearing	30	12	20	16	9	5	9	15
Final Agency Action	0	20	15	10	10	6	7	16
Appeal with EEOC Office of Federal Operations	*	*	6	8	7	7	5	5

*Column corrected by 2 complaints that were settled during FY 2008 at the hearing stage but were not inputted into the complaint data-base.

Complaint Investigations	Comparative Data (Sec. 1614.705)							2009 thru 09/30
	Previous Fiscal Year Data							
	2002	2003	2004	2005	2006	2007	2008	
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	0