

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

**CC (and below),HRM (and below),INA  
(and below),OA (and below),OAM (and  
below),OBP (and below),OC (and  
below),OCA (and below),OFO (and  
below),OIA (and below),OIIL (and  
below),OIT (and below),OPA (and  
below),OT (and below),OTD (and  
below),OTIA (and below)**

For 3rd Quarter 2013 for period ending June 30, 2013

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru06-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	289	275	314	328	252	183
Number of Complainants	265	254	292	292	239	175
Repeat Filers	19	20	18	30	11	7

  

Complaints by Basis	Comparative Data	
	Previous Fiscal Year Data	2013Thru06-

<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>30</b>
Race	56	55	91	94	58	52
Color	10	7	29	17	18	10
Religion	12	10	17	21	13	9
Reprisal	97	98	139	166	114	85
Sex	76	71	93	100	86	61
PDA	0	0	0	2	4	1
National Origin	69	45	76	77	56	32
Equal Pay Act	0	0	0	1	0	1
Age	86	73	97	91	87	53
Disability	50	57	78	73	53	30
Genetics	0	0	0	1	0	2
Non-EEO	0	2	12	19	11	7
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Appointment/Hire	8	4	13	22	9	5
Assignment of Duties	37	40	42	43	44	19
Awards	6	8	6	5	5	2
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	3	3	0	2	3	0
Reprimand	21	14	15	29	10	15

Suspension	9	13	13	26	14	10
Removal	3	3	4	5	3	1
Other	0	1	8	2	1	0
Duty Hours	3	3	6	10	4	4
Evaluation Appraisal	2	5	11	13	4	3
Examination/Test	1	3	3	4	1	4
<b>Harassment</b>						
Non-Sexual	68	49	87	122	87	65
Sexual	8	7	12	9	7	8
Medical Examination	10	3	3	4	7	3
Pay (Including Overtime)	10	5	7	10	10	8
Promotion/Non-Selection	77	57	59	60	54	31
<b>Reassignment</b>						
Denied	14	6	10	13	8	11
Directed	11	8	13	11	7	4
Reasonable Accommodation	18	11	13	15	10	7
Reinstatement	1	5	1	3	1	0
Retirement	0	2	3	2	2	2
Termination	41	46	66	56	15	8
Terms/Conditions of Employment	7	12	31	61	24	14
Time and Attendance	16	14	19	25	22	5
Training	6	10	12	14	6	6
Other	7	14	33	6	4	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>				<b>2013Thru06-</b>	

	2008	2009	2010	2011	2012	30
Complaints pending during fiscal year						
Average number of days in investigation	142.38	137.26	140.31	143.26	175.66	163.31
Average number of days in final action	163.97	205.08	361.20	172.52	116.34	111.22
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	139.19	137.19	139.60	140.73	179.44	163.41
Average number of days in final action	32.94	20.25	70.74	24.68	21.87	24.80
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	151.27	137.46	142.75	152.41	168.56	163.03
Average number of days in final action	1,032.00	578.11	773.95	284.18	212.21	183.53
Complaints Dismissed by Agency	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru06-30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Total Complaints Dismissed by Agency	57	44	42	47	31	25
Average days pending prior to dismissal	169	268	353	118	99	159
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	16	20	38	30	45	11

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru06-30</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>#</b>	<b>%</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
Total Number Findings	5		3		3		4		5		2	
Without Hearing	0	0	0	0	0	0	0	0	1	20	1	50
With Hearing	5	100	3	100	3	100	4	100	4	80	1	50
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru06-30</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>#</b>	<b>%</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	6		3		3		4		5		2	
Race	0	0	0	0	2	67	1	25	0	0	0	0
Color	0	0	0	0	0	0	0	0	1	20	0	0
Religion	1	17	1	33	1	33	1	25	0	0	0	0
Reprisal	0	0	2	67	1	33	1	25	3	60	1	50
Sex	1	17	1	33	0	0	0	0	3	60	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	5	83	0	0	0	0	1	25	1	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	33	0	0	1	33	0	0	1	20	0	0
Disability	0	0	0	0	0	0	1	25	0	0	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	20	0	0



Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2013Thru06-30</b>	
	<b>2008</b>		<b>2009</b>		<b>2010</b>		<b>2011</b>		<b>2012</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	6		3		3		4		5		2	
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	1	20	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	50
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	1	33	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	1	33	0	0	0	0	1	50
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	1	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	0	0	2	67	0	0	2	50	1	20	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	1	20	0	0
Promotion/Non-Selection	6	100	0	0	2	67	0	0	2	40	0	0
<b>Reassignment</b>												



Harassment												
Non-Sexual	0	0	2	67	0	0	2	50	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	1	25	0	0
Promotion/Non-Selection	6	100	0	0	2	67	0	0	2	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	33	0	0	0	0	1	100
Reasonable Accommodation	0	0	1	33	0	0	2	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
Termination	0	0	0	0	0	0	1	25	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	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 - User Defined	0	0	0	0	0	0	0	0	1	25	0	0
<b>Findings Without Hearing</b>	0		0		0		0		1		1	
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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru06-30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Total complaints from previous Fiscal Years	341	388	395	402	402	367
Total Complainants	310	334	334	338	340	312
<b>Number complaints pending</b>						
Investigation	9	5	6	10	7	4
ROI issued, pending Complainant's action	2	0	0	0	0	0
Hearing	93	110	93	132	171	217
Final Agency Action	35	40	49	16	12	9
Appeal with EEOC Office of Federal Operations	7	8	29	50	59	66
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013Thru06-30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	16	12	10	11	8	0