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

		Compa	arative	Data (Sec. 16	14.705))	2009
Complaint Activity Sec. 1614.704 (a), (b), and (c)		Pro	evious	Fiscal \	Year D	ata		Thru 12/31
	2002	2003	2004	2005	2006	2007	2008	12/31
Number of Complaints Filed	46	39	33	26	21	28	37	8
Number of Complainants	43	38	30	26	19	23	36	8
Repeat Filers	2	1	3	0	2	3	1	0
Complaints by Basis Sec.		Compa	arative	Data (Sec. 16	14.705))	
1614.704 (d)		Pro	evious	Fiscal '	Year D	ata		2009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	2007	2008	thru 12/31
Race	19	12	13	11	7	6	24	4
Color	1	0	1	1	1	0	1	0
Religion	8	0	2	0	1	0	1	0
Reprisal	24	24	23	14	12	21	20	1
Sex	17	16	13	7	3	11	20	5
National Origin	6	6	4	6	3	7	4	0
Equal Pay Act	0	0	0	0	0	1	0	1
Age	9	12	8	9	7	5	12	2
Disability	12	8	9	5	4	22	15	5

Complaints by Basis Sec.		Compa	arative	Data (Sec. 16	14.705))	
1614.704 (d)		Pro	evious	Fiscal '	Year D	ata		2009
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	2007	2008	thru 12/31
Non-EEO basis	0	0	0	0	0	0	0	0
Complaints by Issue Sec.		Compa	rative	Data (Sec. 16	14.705)		
1614.704 (e)		Pro	evious	Fiscal `	Year D	ata		2009
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2002	2003	2004	2005	2006	2007	2008	thru 12/31
Appointment/Hire	3	2	1	1	0	5	6	5
Assignment of Duties	1	4	5	4	2	4	0	0
Awards	4	2	1	1	0	1	1	0
Conversion to Full-time	0	0	0	0	0	0	1	0
	Disci	plinary	Action	n				
Demotion	2	0	0	0	0	5	0	0
Reprimand	3	1	1	0	0	1	0	0
Removal	1	0	1	0	2	1	1	0
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	2
Examination/Test	0	0	1	0	0	0	0	0
	E	Iarassn	nent					
Non-Sexual	18	13	12	11	6	8	14	0
Sexual	1	1	0	0	0	0	1	0

Complaints by 1			Compa	arative	Data (Sec. 16	14.705))	
1614.704	(e)		Pro	evious	Fiscal '	Year D	ata		2009
Note: Complaints of alleging multiple is sum of the issues mutotal complaints file	sues. The ay not equal	2002	2003	2004	2005	2006	2007	2008	thru 12/31
Medical Examination	on	0	0	0	0	0	0	0	0
Pay (Including Ove	ertime)	2	2	0	0	0	2	3	2
Promotion/Non-Sel	lection	16	8	4	4	3	4	29	1
		Re	eassign	ment					
Denied		2	3	1	0	0	0	0	0
Directed		1	2	1	2	2	0	0	1
Reasonable Accom	modation	7	3	3	1	2	7	7	1
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	3
Terms/Conditions of Employment	of	10	5	9	9	6	13	9	0
Time and Attendan	ce	0	1	3	1	0	0	0	0
Training		1	1	1	2	0	0	8	0
Other		0	12	3	2	7	6	2	0
Processing Time		Compa	rative]	Data (S	Sec. 161	l 4.70 5)			2009 thru
Sec. 1614.704(f)		Pre	vious I	Fiscal Y	ear Da	ata			12/31

	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	175.11
Average number of days in final action stage	96.81	132.60	156.84	155.63	174.69	128.75	144.75	244.47
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	207.73	195.33
Average number of days in final action stage	89.90	78.67	96.60	42.08	98.40	37.00	135.50	0.0
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	175.11

Processing Time				Co	mpara	ative	e Da	ıta (S	ec.	1614	I.7	05)							
Sec. 1614.704(f)					Prev	ious	Fis	cal Y	ear	Dat	a								
the average length of time it has taken an agency to complete, respectively, investigation and final action for:	2	002	20	003	200	04	20	005	20)06		200)7	2008	20 th 12/	ru			
Average number of days in final action stage		5.44	151	1.68	3 196	5.13	23	1.33	20	8.91		212.	.58	137.86	244	.47			
Complaints Dismissed b					Comp Pı			Data Fisca)5)		_)09 iru			
Agency		20	002	2	2003	20	04	200)5	20	06	2	007	2008	12	/31			
Total Complaints Dismissed by Ag		9		2		4		3		4		1		1		0			
Average days per prior to dismissa		37	6.30	2	38.00	82.	00	119.	.00	74.	75	5	1.00	140.00	0	.00			
Complaints Withdrawn by Complainants																			
Total complaints Withdrawn by Complainants		4		5		10		4		2		1		2		1			
Total Final Actions						Co	mp	oarat	ive]	Data	ı (S	Sec.	16	14.705)					
Finding Discrimination							P	revio	us I	isca	ıl Y	Year	r D	ata	_				
(Sec.		2002			2003			200			200			2006		20			008
1614.704(i))	#	%		#	%)	#	9	%	#	ŧ	%	#	%	#		%	#	%
Total Number Findings	1			1			1			()		1		0			0	

%

Total Final Actions							Compa)			
Finding Discrimination		2002			200)3	1	200°			Yea 005	r D		a 2006			20	007
(Sec. 1614.704(i))	#	%		#		%	#		· ⁄o	#	%	#		%		#		%
Without Hearing	0			0			0			0		0				0		
With Hearing	1	100.00	%	1	100	.00	% 1	100	.00%	0		1	1	00.0	0%	0	10	0.00
Findings of				C	Comp	para	ative Da	ata (Sec.	161	4.705	5)					20	009
Discrimination Rendered by					P	rev	ious Fis	scal	Yea	r Da	ıta						tł	1ru 2/31
Basis		2002		200)3	2	2004	20)05	2	2006		20	07	20	08	12	431
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#		⁰ / ₀	#	%	#	%	#	%		#	%	#	%	#	%
Total Number Findings	1		1			1		0		1			0		0		0	
Race			1	10	00%													
Color																		
Religion																		
Reprisal																		
Sex			1	10	00%	1	100%											
National Origin						1	100%											
Equal Pay Act																		

1

100%

Disability

1

100%

2 t

#

0

0

2008

%

0

0

Findings of				Comp	para	ative Da	ata ((Sec.	16	14.705)					20)09
Discrimination Rendered by				P	rev	ious Fis	cal	Yea	r D	ata					th	ıru
Basis	2	2002		2003		2004	20	005		2006	20	007	20	008	12	2/31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Non-EEO																
Findings After Hearing	1		1		1		0		1		0		0		0	
Race			1	100%												
Color																
Religion																
Reprisal																
Sex			1	100%	1	100%										
National Origin			İ		1	100%										
Equal Pay Act																
Age			1	100%												
Disability			İ						1	100%						
Non-EEO			İ													
Findings Without Hearing	0		0		0		0		0		0		0		0	
Race																
Color			İ		Ì											

Findings of				Com	para	tive Da	ata (Sec.	16	14.705)					20)09
Discrimination Rendered by				I	Previ	ous Fis	scal	Yea	r D	ata					th	ru /31
Basis	2	2002	2	2003	2	2004	20	005	,	2006	20	007	20	008	12	/31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Religion																
Reprisal																
Sex																
National Origin																
Equal Pay Act																
Age																
Disability																
Non-EEO																

				Com	para	ative D	ata	(Sec.	16	14.705)						
Findings of				J	Prev	ious Fi	scal	Yea	r D	ata)09 1ru
Discrimination Rendered by	2	2002	7	2003		2004	20	005		2006	20	007	20	008	12	/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		0		1		0		0		0	
Appointment/Hire																
Assignment of Duties																
Awards									1	100%						

				Com	para	ative D	ata	(Sec.	161	4.705)						
Findings of				P	rev	ious Fi	scal	Yea	r Da	ata)09 iru
Discrimination Rendered by	2	2002		2003		2004	20	005	2	2006	20	007	20	008	12	/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Conversion to Full-time																
				Disc	cipli	inary A	ctio	n								
Demotion																
Reprimand																
Suspension																
Removal																
Other																
Duty Hours																
Evaluation Appraisal																
Examination/Test																
					Har	assme	nt									
Non-Sexual																
Sexual																
Medical Examination																
Pay (Including Overtime)																
Promotion/Non- Selection			1	100%												
				I	Reas	signme	ent									
Denied																
Directed																

				Com	para	ative Da	ata ((Sec.	16	14.705)						
Findings of]	Prev	ious Fis	cal	Yea	r D	ata)09 iru
Discrimination Rendered by		2002		2003		2004	20	005		2006	20	007	20	008	12	/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
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	
Appointment/Hire																
Assignment of Duties																
Awards									1	100%						
Conversion to Full-time																
				Dis	cipli	inary A	ctio	n								
Reprimand																
Suspension																
Removal																
Other																
Duty Hours																

				Com	par	ative Da	ata ((Sec.	16	14.705)						
Findings of				P	rev	ious Fis	cal	Yea	r D	ata)09 iru
Discrimination Rendered by		2002		2003		2004	20	005		2006	20	007	20	008	12	/31
Issue	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Evaluation Appraisal																
Examination/Test																
					Haı	rassmer	ıt									
Non-Sexual																
Sexual																
Medical Examination																
Pay (Including Overtime)																
Promotion/Non-Selection			1	100%												
				ŀ	Reas	ssignme	nt					ı		ı		
Denied																
Directed																
Reasonable Accommodation					1	100%										
Reinstatement																
Retirement																
Termination																
Terms/Conditions of Employment	1	100%														
Time and Attendance																
Training																

	Comparative Data (Sec. 1614.705)															
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data														2009 thru	
	2002		2003		2004		2005		2006		2007		2008		12/31	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Other																
Findings Without Hearing	0		0		0		0		0		0		0		0	
Appointment/Hire																
Assignment of Duties																
Awards																
Conversion to Full-time																
			-	Dis	cipli	nary A	ctio	n								
Reprimand																
Suspension																
Removal																
Other																
Duty Hours																
Evaluation Appraisal																
Examination/Test																
					Har	assme	nt									
Non-Sexual																
Sexual																
Medical Examination																
Pay (Including Overtime)																

Findings of Discrimination Rendered by Issue		Comparative Data (Sec. 1614.705)														2009 thru	
		Previous Fiscal Year Data															
	2002		20	003	2004		2005		2006		2007		2008		12/31		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Promotion/Non- Selection																	
				R	eas	signm	ent							ı			
Denied																	
Directed					Ì												
Reasonable Accommodation																	
Reinstatement																	
Retirement																	
Termination																	
Terms/Conditions of Employment																	
Time and Attendance																	
Training					Ì												
Other																	
Pending Complai	ntc	Filed		Com	par	ative	Data	(Se	ec. 16	14.705)		2	009			
in Previous Fiscal	Yea	ars by	Previous Fiscal Year Data						ata			thru					
Status (Sec. 1614.704(k))		4(K))	2002 20		003 2004		200	2005 2		2007	2008		12/31				
Total complaints from previous Fiscal Years		63 60			56	36		24	15	5 2	7	52					
Total Complainants	S		57	53		53	32	7	24	15	24	1	41				
		I	Numb	er con	npla	aints	pendi	ing			1						

Investigation

Pending Complaints Filed in Previous Fiscal Years by Status (Sec. 1614.704(k))		2009 thru 12/31						
Status (Sec. 1014.704(K))	2002	2003	2004	2005	2006	2007	2008	12/31
Hearing	30	12	20	16	9	5	9	17
Final Agency Action	0	20	15	10	10	6	7	16
Appeal with EEOC Office of Federal Operations	*	*	6	8	7	7	5	5

^{*}Unable to reconstruct data from FY 2002 through FY 2003

Complaint Investigations	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data									
	2002	2003	2004	2005	2006	2007	2008	12/31		
Pending Completion Where Investigation Exceeds Required Time Frames	4	1	0	0	1	1	1	3		