

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

Headquarters (and below)

For 1st Quarter 2013 for period ending December 31, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	<u>50</u>	<u>49</u>	<u>61</u>	<u>68</u>	<u>67</u>	<u>21</u>
Number of Complainants	48	42	55	59	67	18
Repeat Filers	2	3	4	7	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Race	<u>17</u>	<u>13</u>	<u>22</u>	<u>10</u>	<u>20</u>	<u>10</u>
Color	<u>12</u>	<u>11</u>	<u>15</u>	<u>7</u>	<u>12</u>	<u>3</u>
Religion	<u>3</u>	<u>0</u>	<u>3</u>	<u>3</u>	<u>4</u>	<u>1</u>
Reprisal	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>
Sex	<u>23</u>	<u>21</u>	<u>20</u>	<u>22</u>	<u>18</u>	<u>4</u>
PDA	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>
National Origin	<u>8</u>	<u>10</u>	<u>5</u>	<u>7</u>	<u>10</u>	<u>3</u>
Equal Pay Act	<u>0</u>	<u>2</u>	<u>0</u>	<u>4</u>	<u>3</u>	<u>0</u>
Age	<u>21</u>	<u>22</u>	<u>26</u>	<u>20</u>	<u>24</u>	<u>7</u>
Disability	<u>12</u>	<u>11</u>	<u>13</u>	<u>12</u>	<u>22</u>	<u>3</u>
Genetics	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>
Non-EEO	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	<u>3</u>	<u>12</u>	<u>4</u>	<u>4</u>	<u>5</u>	<u>2</u>
Assignment of Duties	<u>10</u>	<u>11</u>	<u>8</u>	<u>10</u>	<u>19</u>	<u>1</u>
Awards	<u>2</u>	<u>1</u>	<u>1</u>	<u>3</u>	<u>1</u>	<u>0</u>
Conversion to Full-time	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Disciplinary Action						
Demotion	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>0</u>
Reprimand	<u>1</u>	<u>0</u>	<u>2</u>	<u>5</u>	<u>5</u>	<u>3</u>
Suspension	<u>2</u>	<u>1</u>	<u>1</u>	<u>6</u>	<u>3</u>	<u>1</u>
Removal	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Other	<u>3</u>	<u>1</u>	<u>3</u>	<u>5</u>	<u>6</u>	<u>0</u>
Duty Hours	<u>2</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>1</u>
Evaluation Appraisal	<u>10</u>	<u>4</u>	<u>11</u>	<u>8</u>	<u>14</u>	<u>1</u>
Examination/Test	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Harassment						
Non-Sexual	<u>14</u>	<u>11</u>	<u>22</u>	<u>32</u>	<u>18</u>	<u>3</u>
Sexual	<u>2</u>	<u>0</u>	<u>2</u>	<u>5</u>	<u>2</u>	<u>1</u>
Medical Examination	<u>5</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>2</u>
Pay (Including Overtime)	<u>3</u>	<u>1</u>	<u>4</u>	<u>5</u>	<u>8</u>	<u>0</u>
Promotion/Non-Selection	<u>19</u>	<u>17</u>	<u>22</u>	<u>14</u>	<u>12</u>	<u>5</u>
Reassignment						
Denied	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Directed	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Reasonable Accommodation	<u>1</u>	<u>4</u>	<u>7</u>	<u>5</u>	<u>11</u>	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Reinstatement	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Retirement	<u>0</u>	<u>3</u>	<u>2</u>	<u>0</u>	<u>5</u>	<u>0</u>
Termination	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>	<u>3</u>	<u>1</u>
Terms/Conditions of Employment	<u>5</u>	<u>4</u>	<u>3</u>	<u>8</u>	<u>6</u>	<u>2</u>
Time and Attendance	<u>7</u>	<u>1</u>	<u>5</u>	<u>4</u>	<u>5</u>	<u>1</u>
Training	<u>3</u>	<u>0</u>	<u>2</u>	<u>3</u>	<u>5</u>	<u>1</u>
Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	354.85	284.49	212.95	217.55	250.99	218.94
Average number of days in final action	205.58	323.77	240.23	441.38	306.48	505.25
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	335.36	274.81	200.52	223.07	255.97	240.50
Average number of days in final action	33.44	37.29	36.82	245.00	50.83	507.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	376.04	292.66	221.13	212.70	247.03	211.75
Average number of days in final action	308.87	457.47	389.40	581.64	379.52	503.50

Complaints Dismissed by Agency	Comparative Data	
	Previous Fiscal Year Data	2013

	2008	2009	2010	2011	2012	Thru 12-31
Total Complaints Dismissed by Agency	<u>11</u>	<u>7</u>	<u>9</u>	<u>9</u>	<u>7</u>	<u>3</u>
Average days pending prior to dismissal	131	251	1	86	209	382
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	<u>3</u>	<u>2</u>	<u>4</u>	<u>1</u>	<u>8</u>	<u>5</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12- 31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		0		2		0	
Without Hearing	<u>0</u>	0	<u>0</u>	0	<u>2</u>	67	<u>0</u>	0	<u>2</u>	100	<u>0</u>	0
With Hearing	<u>0</u>	0	<u>1</u>	100	<u>1</u>	33	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12- 31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
<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	0		1		3		0		2		0	
Race	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Religion	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprisal	<u>0</u>	0	<u>0</u>	0	<u>2</u>	67	<u>0</u>	0	<u>2</u>	100	<u>0</u>	0
Sex	<u>0</u>	0	<u>0</u>	0	<u>2</u>	67	<u>0</u>	0	<u>1</u>	50	<u>0</u>	0
PDA	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
National Origin	<u>0</u>	0	<u>0</u>	0	<u>1</u>	33	<u>0</u>	0	<u>1</u>	50	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12- 31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Removal	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	<u>0</u>	0	<u>0</u>	0	<u>1</u>	33	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0
Sexual	<u>0</u>	0	<u>0</u>	0	<u>1</u>	33	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Medical Examination	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	<u>0</u>	0	<u>0</u>	0	<u>1</u>	33	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings After Hearing	0		1		1		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Retirement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	<u>0</u>	0	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Findings Without Hearing	0		0		2		0		1		0	
Appointment/Hire	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Assignment of Duties	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Awards	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Conversion to Full-time	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Disciplinary Action												
Demotion	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reprimand	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Suspension	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Removal	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Duty Hours	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Evaluation Appraisal	<u>0</u>	0	<u>0</u>	0	<u>1</u>	50	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Examination/Test	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Harassment												
Non-Sexual	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0
Sexual	<u>0</u>	0	<u>0</u>	0	<u>1</u>	50	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12- 31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Medical Examination	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Pay (Including Overtime)	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12- 31
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Complainants	67	67	73	67	80	94
Number complaints pending						
Investigation	<u>1</u>	<u>2</u>	<u>2</u>	<u>3</u>	<u>5</u>	<u>29</u>
ROI issued, pending Complainant's action	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>4</u>

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12- 31
	2008	2009	2010	2011	2012	
Hearing	<u>24</u>	<u>29</u>	<u>15</u>	<u>18</u>	<u>19</u>	<u>25</u>
Final Agency Action	<u>5</u>	<u>2</u>	<u>7</u>	<u>3</u>	<u>8</u>	<u>9</u>
Appeal with EEOC Office of Federal Operations	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 12- 31
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	<u>10</u>	<u>11</u>	<u>8</u>	<u>8</u>	<u>20</u>	<u>15</u>