

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

Headquarters (and below)

For 4th Quarter 2012 for period ending September 30, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 09-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	<u>65</u>	<u>50</u>	<u>49</u>	<u>61</u>	<u>68</u>	<u>67</u>
Number of Complainants	52	48	42	55	59	67
Repeat Filers	7	2	3	4	7	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	<u>22</u>	<u>17</u>	<u>13</u>	<u>22</u>	<u>10</u>	<u>20</u>
Color	<u>11</u>	<u>12</u>	<u>11</u>	<u>15</u>	<u>7</u>	<u>12</u>
Religion	<u>0</u>	<u>3</u>	<u>0</u>	<u>3</u>	<u>3</u>	<u>4</u>
Reprisal	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>
Sex	<u>16</u>	<u>23</u>	<u>21</u>	<u>20</u>	<u>22</u>	<u>18</u>
PDA	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>
National Origin	<u>11</u>	<u>8</u>	<u>10</u>	<u>5</u>	<u>7</u>	<u>10</u>
Equal Pay Act	<u>3</u>	<u>0</u>	<u>2</u>	<u>0</u>	<u>4</u>	<u>3</u>
Age	<u>30</u>	<u>21</u>	<u>22</u>	<u>26</u>	<u>20</u>	<u>24</u>
Disability	<u>17</u>	<u>12</u>	<u>11</u>	<u>13</u>	<u>12</u>	<u>22</u>
Genetics	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>
Non-EEO	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 09- 30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	<u>6</u>	<u>3</u>	<u>12</u>	<u>4</u>	<u>4</u>	<u>5</u>
Assignment of Duties	<u>11</u>	<u>10</u>	<u>11</u>	<u>8</u>	<u>10</u>	<u>19</u>
Awards	<u>1</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>3</u>	<u>1</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>0</u>	<u>1</u>	<u>1</u>	<u>0</u>
Reprimand	<u>2</u>	<u>1</u>	<u>0</u>	<u>2</u>	<u>5</u>	<u>5</u>
Suspension	<u>2</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>6</u>	<u>3</u>
Removal	<u>1</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Other	<u>5</u>	<u>3</u>	<u>1</u>	<u>3</u>	<u>5</u>	<u>6</u>
Duty Hours	<u>0</u>	<u>2</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
Evaluation Appraisal	<u>5</u>	<u>10</u>	<u>4</u>	<u>11</u>	<u>8</u>	<u>14</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>16</u>	<u>14</u>	<u>11</u>	<u>22</u>	<u>32</u>	<u>18</u>
Sexual	<u>2</u>	<u>2</u>	<u>0</u>	<u>2</u>	<u>5</u>	<u>2</u>
Medical Examination	<u>1</u>	<u>5</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>
Pay (Including Overtime)	<u>2</u>	<u>3</u>	<u>1</u>	<u>4</u>	<u>5</u>	<u>8</u>
Promotion/Non-Selection	<u>24</u>	<u>19</u>	<u>17</u>	<u>22</u>	<u>14</u>	<u>12</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>4</u>	<u>1</u>	<u>4</u>	<u>7</u>	<u>5</u>	<u>11</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Reinstatement	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Retirement	<u>3</u>	<u>0</u>	<u>3</u>	<u>2</u>	<u>0</u>	<u>5</u>
Termination	<u>4</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>	<u>3</u>
Terms/Conditions of Employment	<u>5</u>	<u>5</u>	<u>4</u>	<u>3</u>	<u>8</u>	<u>6</u>
Time and Attendance	<u>7</u>	<u>7</u>	<u>1</u>	<u>5</u>	<u>4</u>	<u>5</u>
Training	<u>1</u>	<u>3</u>	<u>0</u>	<u>2</u>	<u>3</u>	<u>5</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					2012 Thru 09-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	360.22	354.85	284.49	212.95	217.55	250.99
Average number of days in final action	206.88	205.58	323.77	240.23	441.38	306.48
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	371.42	335.36	274.81	200.52	223.07	255.97
Average number of days in final action	27.60	33.44	37.29	36.82	245.00	50.83
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	350.15	376.04	292.66	221.13	212.70	247.03
Average number of days in final action	281.58	308.87	457.47	389.40	581.64	379.52

Complaints Dismissed by Agency	Comparative Data	
	Previous Fiscal Year Data	2012

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 09-30	
	2007		2008		2009		2010		2011			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Age	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>1</u>	33	<u>0</u>	0	<u>1</u>	50
Disability	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	<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		0		1		1		0		0	
Race	<u>0</u>	0	<u>0</u>	0	<u>1</u>	100	<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>0</u>	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Sex	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0	<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>0</u>	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Equal Pay Act	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Age	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>1</u>	100	<u>0</u>	0	<u>0</u>	0
Disability	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Genetics	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Non-EEO	<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												
	1		0		0		2		0		2	
Race	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Color	<u>1</u>	100	<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>1</u>	100	<u>0</u>	0	<u>0</u>	0	<u>1</u>	50	<u>0</u>	0	<u>2</u>	100

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 09-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
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>0</u>	0	<u>1</u>	33	<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>0</u>	0	<u>1</u>	10 0
Sexual	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>1</u>	33	<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>0</u>	0	<u>1</u>	10 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>1</u>	33	<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		0		1		1		0		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>1</u>	10	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 09-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
								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>0</u>	0	<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>0</u>	0	<u>0</u>	0
Sexual	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<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>0</u>	0	<u>1</u>	10	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012 Thru 09-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
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					2012 Thru 09-30
	2007	2008	2009	2010	2011	
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	88	67	67	73	67	80
Number complaints pending						
Investigation	<u>7</u>	<u>1</u>	<u>2</u>	<u>2</u>	<u>3</u>	<u>5</u>
ROI issued, pending Complainant's action	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
Hearing	<u>15</u>	<u>24</u>	<u>29</u>	<u>15</u>	<u>18</u>	<u>19</u>
Final Agency Action	<u>4</u>	<u>5</u>	<u>2</u>	<u>7</u>	<u>3</u>	<u>8</u>

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 09- 30
	2007	2008	2009	2010	2011	
Appeal with EEOC Office of Federal Operations	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 09- 30
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	<u>10</u>	<u>10</u>	<u>11</u>	<u>8</u>	<u>8</u>	<u>20</u>