

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

HQ (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 | 22 | 16 | 19 | 33 | 55 | 32 |
| Number of Complainants | 22 | 16 | 19 | 32 | 54 | 31 |
| Repeat Filers | 0 | 0 | 0 | 1 | 1 | 1 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2013Thru06-30 |
| | 2008 | 2009 | 2010 | 2011 | 2012 | |
| <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 | 2013Thru06-30 |
| Race | 11 | 9 | 12 | 16 | 29 | 16 |
| Color | 0 | 3 | 2 | 2 | 7 | 7 |
| Religion | 1 | 1 | 0 | 1 | 3 | 1 |
| Reprisal | 8 | 5 | 5 | 18 | 34 | 16 |
| Sex | 8 | 6 | 8 | 13 | 24 | 12 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 1 | 6 | 2 | 6 | 5 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 3 | 7 | 10 | 15 | 12 |
| Disability | 2 | 1 | 4 | 3 | 13 | 9 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 3 | 3 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2013Thru06-30 |
| <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 | 3 | 2 | 1 | 1 | 5 | 4 |
| Assignment of Duties | 0 | 0 | 1 | 0 | 1 | 5 |
| Awards | 0 | 0 | 0 | 0 | 1 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 1 | 0 | 0 | 1 |
| Reprimand | 0 | 1 | 0 | 3 | 3 | 2 |
| Suspension | 2 | 1 | 1 | 2 | 1 | 2 |
| Removal | 2 | 0 | 1 | 0 | 1 | 0 |
| Other | 0 | 0 | 1 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 1 | 0 | 1 |
| Evaluation Appraisal | 3 | 4 | 1 | 4 | 4 | 3 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Non-Sexual | 4 | 6 | 7 | 17 | 22 | 20 |
| Sexual | 1 | 0 | 1 | 1 | 2 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 1 | 0 | 0 | 0 | 1 | 3 |
| Promotion/Non-Selection | 1 | 0 | 3 | 2 | 9 | 3 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 1 | 0 | 0 | 0 |
| Directed | 3 | 1 | 0 | 1 | 3 | 4 |
| Reasonable Accommodation | 0 | 0 | 2 | 1 | 1 | 2 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 7 | 2 | 2 | 3 | 1 | 2 |
| Terms/Conditions of Employment | 0 | 2 | 2 | 7 | 2 | 1 |
| Time and Attendance | 0 | 1 | 1 | 0 | 1 | 2 |
| Training | 0 | 0 | 0 | 0 | 0 | 1 |
| Other | 6 | 3 | 3 | 4 | 0 | 0 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2013Thru06-30 |
| | 2008 | 2009 | 2010 | 2011 | 2012 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 236.50 | 334.00 | 253.12 | 298.23 | 226.12 | 262.00 |
| Average number of days in final action | 220.83 | 116.75 | 0 | 373.00 | 179.00 | 69.33 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of | 248.00 | 334.00 | 277.67 | 280.64 | 226.27 | 282.44 |

| | | | | | | | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|----------------------|----------|
| days in investigation | | | | | | | | | | | | |
| Average number of days in final action | 13.50 | 10.33 | 0 | 0 | 15.00 | 26.83 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 230.75 | 334.00 | 238.40 | 309.95 | 225.89 | 250.50 | | | | | | |
| Average number of days in final action | 635.50 | 436.00 | 0 | 373.00 | 199.50 | 154.33 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2013Thru06-30 | |
| | 2008 | 2009 | 2010 | 2011 | 2012 | | | | | | | |
| Total Complaints Dismissed by Agency | 3 | 3 | 2 | 7 | 2 | 4 | | | | | | |
| Average days pending prior to dismissal | 280 | 275 | 548 | 110 | 252 | 156 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 1 | 0 | 1 | 5 | 6 | 7 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2013Thru06-30 | |
| | 2008 | 2009 | 2010 | 2011 | 2012 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 0 | | 0 | | 0 | | 1 | |
| Without Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2013Thru06- | |

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|--|----------------------------------|-------------|-------------|-------------|-------------|----|----------------------|---|---|---|---|-----|
| 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 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| 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 | 0 | 0 | 0 | 0 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | 2013Thru06-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2008 | 2009 | 2010 | 2011 | 2012 | | | | | | | |
| Total complaints from previous Fiscal Years | 17 | 29 | 23 | 27 | 38 | 68 | | | | | | |
| Total Complainants | 17 | 29 | 23 | 27 | 37 | 66 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 4 | 2 | 1 | 0 | 0 | 7 | | | | | | |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 3 | | | | | | |
| Hearing | 1 | 1 | 4 | 12 | 14 | 30 | | | | | | |

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|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Final Agency Action | 1 | 1 | 1 | 0 | 7 | 7 |
| Appeal with EEOC Office of Federal Operations | 3 | 4 | 4 | 5 | 4 | 8 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2013Thru06-30 |
| | 2008 | 2009 | 2010 | 2011 | 2012 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 6 | 2 | 4 | 4 | 7 | 19 |