

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

**CBP,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 2014 for period ending June 30, 2014

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	278	315	328	259	246	164
Number of Complainants	254	293	294	245	229	156
Repeat Filers	20	18	28	14	16	7

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Race	56	91	94	59	71	47
Color	7	29	17	19	13	12
Religion	10	17	21	13	11	9
Reprisal	99	140	166	118	114	85
Sex	72	93	100	87	80	47
PDA	0	0	2	4	2	0
National Origin	45	76	77	57	44	41
Equal Pay Act	0	0	1	0	1	0
Age	75	97	91	87	74	37
Disability	59	78	73	55	41	34
Genetics	0	0	1	0	2	1
Non-EEO	2	12	19	12	9	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2009	2010	2011	2012	2013	
Appointment/Hire	4	13	22	9	8	9
Assignment of Duties	41	42	43	45	26	23
Awards	8	6	5	5	3	4
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	0	2	3	0	1

Reprimand	14	16	29	10	18	10
Suspension	13	13	26	15	13	10
Removal	3	4	5	3	1	1
Other	1	8	2	1	0	4
Duty Hours	3	6	10	5	5	1
Evaluation Appraisal	5	11	13	4	6	2
Examination/Test	3	3	4	1	4	1
Harassment						
Non-Sexual	50	87	122	90	91	78
Sexual	7	12	9	7	10	7
Medical Examination	3	3	4	7	3	3
Pay (Including Overtime)	5	7	10	10	10	12
Promotion/Non-Selection	57	59	60	55	48	30
Reassignment						
Denied	6	10	13	9	13	6
Directed	8	13	11	7	5	5
Reasonable Accommodation	12	13	15	11	10	9
Reinstatement	5	1	3	1	0	1
Retirement	2	3	2	2	3	2
Termination	46	66	56	16	8	5
Terms/Conditions of Employment	12	31	61	27	15	7
Time and Attendance	14	20	25	22	8	7
Training	10	12	14	6	8	4
Other	15	33	6	4	2	4
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014Thru06-30
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						

Average number of days in investigation	137.20	140.89	143.26	175.61	161.40	188.66						
Average number of days in final action	233.52	370.65	172.11	114.96	101.73	71.86						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	137.13	140.36	140.73	179.43	160.28	187.10						
Average number of days in final action	20.90	71.20	24.46	22.41	25.00	28.75						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	137.46	142.75	152.41	168.56	165.48	191.77						
Average number of days in final action	630.40	781.76	284.18	213.03	167.67	151.46						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009	2010	2011	2012	2013							
Total Complaints Dismissed by Agency	45	42	47	30	32	32						
Average days pending prior to dismissal	284	353	118	99	140	198						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	20	38	32	51	18	20						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2014Thru06-30	
	2009	2010	2011	2012	2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3	3	4	5	2	5						
Without Hearing	0	0	0	0	1	1	2	40				
With Hearing	3	100	3	100	4	100	4	80	1	50	3	60
Findings of Discrimination	Comparative Data											

Rendered by Basis	Previous Fiscal Year Data										2014Thru06-30	
	2009		2010		2011		2012		2013			
<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	3		3		4		5		2		5
Race	0	0	2	67	1	25	0	0	0	0	1	20
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	1	33	1	33	1	25	0	0	0	0	0	0
Reprisal	2	67	1	33	1	25	3	60	1	50	1	20
Sex	1	33	0	0	0	0	3	60	0	0	2	40
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	1	20	0	0	2	40
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	20	0	0	2	40
Disability	0	0	0	0	1	25	0	0	1	50	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	3		3		4		4		1		3	
Race	0	0	2	67	1	25	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	1	33	1	33	1	25	0	0	0	0	0	0
Reprisal	2	67	1	33	1	25	3	75	1	100	1	33
Sex	1	33	0	0	0	0	3	75	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	25	0	0	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	1	25	0	0	1	33

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	33	0	0	0	0	1	50	1	20
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	1	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	2	50	1	20	0	0	3	60
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	1	20	0	0	0	0
Promotion/Non-Selection	0	0	2	67	0	0	2	40	0	0	2	40
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	33	0	0	0	0	1	50	1	20
Reasonable Accommodation	1	33	0	0	2	50	0	0	1	50	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	1	25	0	0	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	1	20
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	3		3		4		4		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	25	0	0	1	33

Awards	0	0	0	0	0	0	0	0	0	1	100	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action													
Demotion	1	33	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	33	0	0	0	0	1	100	1	33	
Removal	0	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	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	25	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment													
Non-Sexual	2	67	0	0	2	50	0	0	0	0	3	100	
Sexual	0	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	0
Pay (Including Overtime)	0	0	0	0	0	0	1	25	0	0	0	0	0
Promotion/Non-Selection	0	0	2	67	0	0	2	50	0	0	1	33	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	33	0	0	0	0	1	100	0	0	
Reasonable Accommodation	1	33	0	0	2	50	0	0	0	0	0	0	0
Reinstatement	0	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	0
Termination	0	0	0	0	1	25	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	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	1	33	
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	25	0	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	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2014Thru06-30					
	Previous Fiscal Year Data											
	2009	2010	2011	2012	2013							
Total complaints from previous Fiscal Years	404	407	406	400	355	371						
Total Complainants	347	343	340	337	298	322						
Number complaints pending												
Investigation	6	6	8	6	1	4						
ROI issued, pending Complainant's action	0	0	0	0	0	2						
Hearing	112	95	130	154	160	232						
Final Agency Action	39	49	17	12	12	12						
Appeal with EEOC Office of Federal Operations	9	30	50	59	66	75						
Complaint Investigations	Comparative Data						2014Thru06-30					
	Previous Fiscal Year Data											
	2009	2010	2011	2012	2013							
Pending Complaints Where Investigations Exceed Required Time Frames	13	10	11	8	5	0						