

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: PH-DCMA (and below)

For 3rd Quarter 2013 for period ending June 30, 2013

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2013 Thru 30-Jun |
| | 2008 | 2009 | 2010 | 2011 | 2012 | |
| Number of Complaints Filed | 35 | 32 | 29 | 25 | 43 | 35 |
| Number of Complainants | 31 | 32 | 28 | 25 | 40 | 35 |
| Repeat Filers | 3 | 0 | 1 | 0 | 3 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2013 Thru 30-Jun |
| | 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 | |
| Race | 11 | 14 | 10 | 12 | 24 | 13 |
| Color | 4 | 7 | 2 | 3 | 6 | 3 |
| Religion | 0 | 3 | 0 | 1 | 3 | 2 |
| Reprisal | 20 | 11 | 14 | 6 | 10 | 7 |
| Sex | 14 | 16 | 12 | 15 | 15 | 9 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 9 | 5 | 3 | 3 | 9 | 8 |
| Equal Pay Act | 0 | 1 | 0 | 0 | 0 | 0 |
| Age | 17 | 15 | 10 | 13 | 17 | 10 |
| Disability | 10 | 8 | 9 | 3 | 14 | 8 |
| Genetics | 0 | 0 | 0 | 0 | 2 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 1 | 1 |

| Complaints by Issue | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|------------------------|
| | Previous Fiscal Year Data | | | | | 2013 Thru 30-Jun |
| <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 | 2 | 2 | 2 | 3 | 4 | 2 |
| Assignment of Duties | 2 | 3 | 5 | 0 | 2 | 2 |
| Awards | 2 | 1 | 0 | 1 | 1 | 0 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 1 | 0 | 0 | 1 | 0 |
| Reprimand | 1 | 0 | 1 | 0 | 4 | 0 |
| Suspension | 2 | 1 | 0 | 3 | 2 | 1 |
| Removal | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 1 | 2 | 0 | 2 | 5 | 3 |
| Duty Hours | 0 | 0 | 0 | 0 | 2 | 1 |
| Evaluation Appraisal | 1 | 3 | 3 | 2 | 4 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 3 | 13 | 9 | 7 | 13 | 10 |
| Sexual | 1 | 0 | 0 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 1 | 0 | 1 | 0 | 0 |
| Promotion/Non-Selection | 11 | 11 | 5 | 7 | 9 | 11 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 1 | 2 | 0 | 0 |
| Directed | 4 | 0 | 2 | 0 | 0 | 0 |
| Reasonable Accommodation | 3 | 5 | 1 | 1 | 3 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 1 | 1 | 0 | 0 | 0 | 0 |
| Termination | 1 | 2 | 2 | 1 | 3 | 3 |
| Terms/Conditions of Employment | 16 | 9 | 12 | 4 | 0 | 0 |
| Time and Attendance | 2 | 6 | 2 | 1 | 3 | 0 |
| Training | 1 | 3 | 2 | 2 | 1 | 0 |
| Other | 0 | 0 | 0 | 0 | 2 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|---------------------------------|
| | Previous Fiscal Year Data | | | | | 2013 Thru 30-Jun |
| | 2008 | 2009 | 2010 | 2011 | 2012 | |
| Total complaints from previous Fiscal Years | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Complainants | 40 | 42 | 49 | 37 | 39 | 41 |
| Number complaints pending | | | | | | |
| Investigation | 4 | 1 | 2 | 4 | 2 | 4 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 1 | 1 |
| Hearing | 12 | 18 | 14 | 8 | 14 | 19 |
| Final Agency Action | 6 | 1 | 3 | 3 | 1 | 2 |
| Appeal with EEOC Office of Federal Operations | 14 | 10 | 8 | 8 | 10 | 11 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2013 Thru 30-Jun |
| | 2008 | 2009 | 2010 | 2011 | 2012 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 10 | 7 | 9 | 15 | 13 | 13 |