

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

For 1st Quarter 2014 for period ending December 31, 2013

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 31-Dec
	2009	2010	2011	2012	2013	
Number of Complaints Filed	36	29	25	44	46	6
Number of Complainants	36	28	25	41	46	6
Repeat Filers	0	1	0	3	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 31-Dec
	2009	2010	2011	2012	2013	
<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	31-Dec
Race	15	10	12	24	18	4
Color	7	2	3	6	6	2
Religion	3	0	1	3	2	0
Reprisal	11	14	6	10	12	4
Sex	18	12	15	15	12	2
PDA	0	0	0	0	0	0
National Origin	5	3	3	9	10	3
Equal Pay Act	1	0	0	0	0	0
Age	16	10	13	17	16	1
Disability	10	9	3	15	12	1

Genetics	0	0	0	2	0	0
Non-EEO	0	0	0	1	1	0
Complaints by Issue	Comparative Data					2014 Thru 31-Dec
	Previous Fiscal Year Data					
<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	2	2	3	4	2	0
Assignment of Duties	3	5	0	2	2	0
Awards	1	0	1	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	1	1	0
Reprimand	0	1	0	4	0	0
Suspension	1	0	3	2	2	0
Removal	1	0	0	1	2	0
Other	2	0	2	5	4	0
Duty Hours	0	0	0	2	1	0
Evaluation Appraisal	3	3	2	4	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	14	9	7	13	14	4
Sexual	0	0	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	1	0	0	0
Promotion/Non-Selection	11	5	7	9	14	0
Reassignment						
Denied	0	1	2	0	0	0
Directed	1	2	0	0	0	0
Reasonable Accommodation	7	1	1	4	0	0
Reinstatement	0	0	0	0	0	0
Retirement	2	0	0	0	0	0

Termination	3	2	1	3	4	1
Terms/Conditions of Employment	9	12	4	0	0	0
Time and Attendance	6	2	1	3	0	0
Training	3	2	2	1	1	0
Other	0	0	0	2	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 31-Dec
	2009	2010	2011	2012	2013	
Complaints pending during fiscal year						
Average number of days in investigation	285.59	282.8	260.1	339.75	322.68	239
Average number of days in final action	275.21	33.92	229.8	36.25	30.09	34.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	288.07	282.46	201.4	344.36	343.88	230
Average number of days in final action	14.5	14.62	85	41	24.14	28
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	274	283.43	318.8	307.5	281.92	244.4
Average number of days in final action	564.89	72.5	266	34.67	40.5	38
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 31-Dec
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	0	4	3	13	17	1
Average days pending prior to dismissal (Does not include EEOC dismissals)	0	27	44	26	25	14
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	10	1	5	2	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 31-Dec
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	0	0	0	0	0	0
Total Complainants	42	49	37	39	43	52
Number complaints pending						
Investigation	1	2	4	2	1	11
ROI issued, pending Complainant's action	0	0	0	1	1	2
Hearing	18	14	8	14	16	26
Final Agency Action	1	3	3	2	2	7
Appeal with EEOC Office of Federal Operations	1	1	1	1	1	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2014 Thru 31-Dec
	2009	2010	2011	2012	2013	
Pending Complaints Where Investigations Exceed Required Time Frames	7	9	15	12	4	1