

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

For 2nd Quarter 2013 for period ending March 31, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Mar
	2008	2009	2010	2011	2012	
Number of Complaints Filed	35	32	29	25	43	23
Number of Complainants	31	32	28	25	39	23
Repeat Filers	3	0	1	0	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Mar
	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	2013 Thru 31-Mar
Race	11	14	10	12	24	7
Color	4	7	2	3	5	1
Religion	0	3	0	1	3	1
Reprisal	20	11	14	6	10	4
Sex	14	16	12	15	15	6
PDA	0	0	0	0	0	0
National Origin	9	5	3	3	9	7
Equal Pay Act	0	1	0	0	0	0
Age	17	15	10	13	17	7
Disability	10	8	9	3	14	3

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 31-Mar
<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	1
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	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	13	9	7	13	6
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	8
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	1

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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Mar
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	272.8	285.59	282.8	258	363.87	394.35
Average number of days in final action	57	275.21	33.92	229.8	36.25	18.5
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	262.47	288.07	282.46	197.2	372.54	440
Average number of days in final action	19.75	14.5	14.62	85	41	5
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	331.33	274	283.43	318.8	307.5	284.8
Average number of days in final action	206	564.89	72.5	266	34.67	32
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Mar
	2008	2009	2010	2011	2012	
Total Complaints Dismissed by Agency	5	0	4	3	13	3
Average days pending prior to dismissal (Does not include EEOC dismissals)	197	0	27	44	26	24
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	7	0	10	1	5	0
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					
	2008		2009		2010	
	#	%	#	%	#	%
Total Number Findings	0		0		0	
Without Hearing	0	0	0	0	0	0

Findings Without Hearing	0		0		0	
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data					
	Previous Fiscal Year Data					
	2008		2009		2010	
	#	%	#	%	#	%
Total Number Findings	0		0		0	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0
Findings After Hearing						
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0

Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0
Findings Without Hearing						
Findings Without Hearing	0		0		0	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	0	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Mar
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years	0	0	0	0	0	0
Total Complainants	40	42	49	37	39	40
Number complaints pending						
Investigation	4	1	2	4	2	10
ROI issued, pending Complainant's action	0	0	0	0	1	0
Hearing	12	18	14	8	14	23
Final Agency Action	6	1	3	3	1	2
Appeal with EEOC Office of Federal Operations	14	10	8	8	10	10
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 31-Mar
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	10	7	9	15	13	11