

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

For 4th Quarter 2011 for period ending September 30, 2011

Mixed Cases are Included in this report.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 30-Sep
	2006	2007	2008	2009	2010	
Number of Complaints Filed	36	34	36	35	29	25
Number of Complainants	33	29	32	35	28	25
Repeat Filers	3	4	3	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 30-Sep
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	11	19	11	15	10	12
Color	7	9	4	7	2	3
Religion	0	1	0	3	0	1
Reprisal	18	14	21	11	14	6
Sex	17	17	14	17	12	15
PDA	0	0	0	0	0	0
National Origin	5	3	9	5	3	3
Equal Pay Act	1	0	0	1	0	0

Age	14	18	17	16	10	13
Disability	12	10	11	10	9	3
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					2011 Thru 30-Sep
	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>	2006	2007	2008	2009	2010	
Appointment/Hire	0	0	2	2	2	3
Assignment of Duties	1	2	2	3	5	0
Awards	1	0	2	1	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	1	0	0
Reprimand	0	3	1	0	1	0
Suspension	0	1	2	1	0	3
Removal	0	0	0	1	0	0
Other	0	0	1	2	0	2
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	2	3	3	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	4	3	13	9	7
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	2	0	0	1	0	1
Promotion/Non-Selection	16	16	12	11	5	7
Reassignment						
Denied	1	0	0	0	1	2
Directed	3	1	4	1	2	0

Reasonable Accommodation	3	5	4	7	1	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	2	0	0
Termination	2	1	2	3	2	1
Terms/Conditions of Employment	10	8	17	9	12	4
Time and Attendance	1	3	2	6	2	1
Training	1	0	1	3	2	2
Other	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 30-Sep
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	251.61	206.93	274.86	285.59	282.8	258
Average number of days in final action	92.38	88.05	100.17	275.21	33.92	229.8
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	269.33	193.91	262.47	288.07	282.46	197.2
Average number of days in final action	19.45	29	19.75	14.5	14.62	85
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	233.89	254.67	327.5	274	283.43	318.8
Average number of days in final action	254.44	253.4	261	564.89	72.5	266
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 30-Sep
	2006	2007	2008	2009	2010	
Total Complaints Dismissed by Agency	11	5	5	0	4	3
Average days pending prior to dismissal	252	46	197	0	27	44
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	6	7	0	10	1

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	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
Findings After Hearing												
Findings After Hearing	1		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	1	100	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	
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	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment														
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	
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	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	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	0	
Directed	0	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	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	0	0	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	0	0	0	
Training	0	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	0	
	Comparative Data													
Pending Complaints Filed in Previous Fiscal Years by Status	Previous Fiscal Year Data					2011 Thru 30-Sep								
	2006	2007	2008	2009	2010									
Total complaints from previous Fiscal Years	0	0	0	0	0	0								
Total Complainants	51	43	41	42	49	37								
Number complaints pending														
Investigation	5	4	4	1	2	4								

ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	10	7	12	18	14	8
Final Agency Action	7	3	6	1	3	3
Appeal with EEOC Office of Federal Operations	11	18	14	10	8	8
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2011 Thru 30-Sep
	2006	2007	2008	2009	2010	
Pending Complaints Where Investigations Exceed Required Time Frames	16	10	10	7	9	15