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

## PH-DCMA (and below)

For 4th Quarter 2013 for period ending September 30, 2013

\*\*Mixed Cases are Included in this report.\*\*

	Comparative Data										
	Previous Fiscal Year Data										
Complaint Activity	2008	2009	2010	2011	2012	30-Sep					
Number of Complaints Filed	36	35	29	25	44	46					
Number of Complainants	32	35	28	25	41	46					
Repeat Filers	3	0	1	0	3	0					
			Compara	tive Data							
Complaints by Basis			2013 Thru								
Note: Complaints can be filed alleging multiple bases.  The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	30-Sep					
Race	11	15	10	12	24	18					
Color	4	7	2	3	6	6					
Religion	0	3	0	1	3	2					
Reprisal	21	11	14	6	10	12					
Sex	14	17	12	15	15	12					
PDA	0	0	0	0	0	0					
National Origin	9	5	3	3	9	10					
Equal Pay Act	0	1	0	0	0	0					
Age	17	16	10	13	17	16					
Disability	11	10	9	3	15	12					
Genetics	0	0	0	0	2	0					

Non-EEO	0	0	0	0	1	1
			Comparat	ive Data		
Complaints by Issue		Previo	us Fiscal Yea	r Data		2013 Thru
Note: Complaints can be filed alleging multiple bases.  The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	30-Sep
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	1
Reprimand	1	0	1	0	4	0
Suspension	2	1	0	3	2	2
Removal	0	1	0	0	1	2
Other	1	2	0	2	5	4
Duty Hours	0	0	0	0	2	1
Evaluation Appraisal	2	3	3	2	4	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	13	9	7	13	14
Sexual	1	0	0	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	1	0	0
Promotion/Non-Selection	12	11	5	7	9	14
Reassignment						
Denied	0	0	1	2	0	0
Directed	4	1	2	0	0	0
Reasonable Accommodation	4	7	1	1	4	0
Reinstatement	0	0	0	0	0	0
Retirement	1	2	0	0	0	0
Termination	2	3	2	1	3	4
Terms/Conditions of Employment	17	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					
			Compara	tive Data							
		Previo	us Fiscal Yea	r Data		2013 Thru					
Processing Time	2008	2009	2010	2011	2012	30-Sep					
Complaints pending during fiscal year				1							
Average number of days in investigation	274.86	285.59	282.8	258.7	337.53	322.42					
Average number of days in final action	100.17	275.21	33.92	229.8	36.25	32.09					
Complaint pending during fiscal year where hearing was reque	ested			1							
Average number of days in investigation	262.47	288.07	282.46	198.6	342.15	340.75					
Average number of days in final action	19.75	14.5	14.62	85	41	27.29	1				
Complaint pending during fiscal year where hearing was not re	equested	<u> </u>		L.	<u> </u>		1				
Average number of days in investigation	327.5	274	283.43	318.8	307.5	291					
Average number of days in final action	261	564.89	72.5	266	34.67	40.5					
		•	Compara	tive Data	•	•					
		Previo	us Fiscal Yea	r Data		2013 Thru					
Complaints Dismissed by Agency	2008	2009	2010	2011	2012	30-Sep					
Total Complaints Dismissed by Agency	5	0	4	3	13	10	1				
Average days pending prior to dismissal											
(Does not include EEOC dismissals)	197	0	27	44	26	25					
Complaints W	ithdrawn by (	Complainant	s								
Total Complaints Withdrawn by Complainants	7	0	10	1	5	2					
				Comp	arative Data						
		Previous Fiscal Year Data									013 hru
	20	2008 2009 20				)10	10 2011		1 2012		)-Sep
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	# %	_	%
Total Number Findings	0		0		0		0		0	0	
Without Hearing	0	0	0	0	0	0	0	0	0 0	0	0
With Hearing	0	0	0	0	0	0	0	0	0 0	0	0

				Comp	arative Data							
Findings of Discrimination Rendered by Basis			Prev	ious Fiscal	Year Data							013 hru
Note: Complaints can be filed alleging multiple bases.	2008		2009		2010			011	20	)12	30	-Sep
The sum of the bases may not equal total complaints and	#	%	#	%	#	%	#	%	#	%	#	%
findings.	н	/*	"	/0	"	70	"	/"	"	/0	"	
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		Ιο		0	l	0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
				Compa	arative Data								
			Drovi	ous Fiscal	Vear Data						2013		
			ricvi	ous i iscai	Tear Data						Thru		
	20	008	200	T	20	10	+	011	-	)12		-Sep	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		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	0	0	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	•		1	T	1	T						<b>-</b>	
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		•	T	Ť	T	·						ī	
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	

Reinstatement	Reassignment													
Reasonable Accommodation 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Denied	0	0	0	0	0	0	0 0	0	0 0	0			
Reinstatement	Directed	0	0	0	0	0	0	0 0	0	0 0	0			
Retirement	Reasonable Accommodation	0	0	0	0	0	0	0 0	0	0 0	0			
Termination	Reinstatement	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 0 0 0 0 0 0	Retirement	0	0	0	0	0	0	0 0	0	0 0	0			
Time and Attendance	Termination	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 0 0 0 0 0 0	Terms/Conditions of Employment	0	0	0	0	0	0	0 0	0	0 0	0			
Chemical Politics   Chem	Time and Attendance	0	0	0	0	0	0	0 0	0	0 0	0			
Findings After Hearing	Training	0	0	0	0	0	0	0 0	0	0 0	0			
Appointment/Hire         0	Other - User Defined	0	0	0	0	0	0	0 0	0	0 0	0			
Appointment/Hire         0														
Assignment of Duties 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Findings After Hearing	0		0		0		0	0	0				
Awards         0 <td>Appointment/Hire</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td>	Appointment/Hire	0	0	0	0	0	0	0 0	0	0 0	0			
Conversion to Full-time	Assignment of Duties	0	0	0	0	0	0	0 0	0	0 0	0			
Disciplinary Action   Demotion   O	Awards	0	0	0	0	0	0	0 0	0	0 0	0			
Demotion	Conversion to Full-time	0	0	0	0	0	0	0 0	0	0 0	0			
Reprimand         0	Disciplinary Action													
Suspension         0	Demotion	0	0	0	0	0	0	0 0	0	0 0	0			
Removal         0 </td <td>Reprimand</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td>	Reprimand	0	0	0	0	0	0	0 0	0	0 0	0			
Other         0 <td>Suspension</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td>	Suspension	0	0	0	0	0	0	0 0	0	0 0	0			
Duty Hours         0	Removal	0	0	0	0	0	0	0 0	0	0 0	0			
Evaluation Appraisal   0	Other	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 0 0 0 0 0	Duty Hours	0	0	0	0	0	0	0 0	0	0 0	0			
Harassment   Non-Sexual   0   0   0   0   0   0   0   0   0	Evaluation Appraisal	0	0	0	0	0	0	0 0	0	0 0	0			
Non-Sexual         0	Examination/Test	0	0	0	0	0	0	0 0	0	0 0	0			
Sexual         0 <td>Harassment</td> <td></td>	Harassment													
Medical Examination         0	Non-Sexual	0	0	0	0	0	0	0 0		0 0	0			
Pay (Including Overtime)         0 <td>Sexual</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td>	Sexual	0	0	0	0	0	0	0 0	0	0 0	0			
Promotion/Non-Selection         0	Medical Examination	0	0	0	0	0	0	0 0	0	0 0	0			
Reassignment           Denied         0	Pay (Including Overtime)	0	0	0	0	0	0	0 0	0	0 0	0			
Denied         0 <td>Promotion/Non-Selection</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td>	Promotion/Non-Selection	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	Reassignment													
	Denied	0	0	0	0	0	0	0 0	0	0 0	0			
Reasonable Accommodation         0 <td>Directed</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0 0</td> <td>0</td> <td>0 0</td> <td>0</td>	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	
Termination	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	
Time and Attendance	0	0	0	0	0	0	0	)	0	0	0	0	
Training	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	
Findings Without Hearing	0		0		0		0		0		0		
Appointment/Hire	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	
Awards	0	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	
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	
Suspension	0	0	0	0	0	0	0	)	0	0	0	0	
Removal	0	0	0	0	0	0	0 (	)	0	0	0	0	
Other	0	0	0	0	0	0	0	)	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	)	0	0	0	0	
Evaluation Appraisal	0	0	0	0	0	0	0	)	0	0	0	0	
Examination/Test	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	
Sexual	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	
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
			Comparat	ive Data								
		Previo	us Fiscal Year	r Data		2013						
		rievio	us i iscai Teai	Data		Thru						
Pending Complaints Filed in Previous Fiscal Years by Status	2008	2009	2010	2011	2012	30-Sep						
Total complaints from previous Fiscal Years	0	0	0	0	0	0						
Total Complainants	41	42	49	37	39	43						
Number complaints pending												
Investigation	4	1	2	4	2	1						
ROI issued, pending Complainant's action	0	0	0	0	1	1						
Hearing	12	18	14	8	14	16						
Final Agency Action	6	1	3	3	2	2						
Appeal with EEOC Office of Federal Operations	14	10	8	8	10	15						
		Previous Fiscal Year Data										
		Thru										
Complaint Investigations	2008	2009	2010	2011	2012	30-Sep						
Pending Complaints Where Investigations Exceed Required												
Time Frames	10	7	9	15	13	9	]					