## 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

	**Mixe	d Cases a			-	t.**			
	Comparative Data Previous Fiscal Year Data								
Complaint Activity	2009	2010	2011	2012	2013	31-Dec			
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		2014 Thru							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	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			
			-	•		0			
Equal Pay Act	1	0	0	0	0	0			
e e e e e e e e e e e e e e e e e e e	1 16	0 10	0 13	0 17	0 16	1			

Genetics	0	0	0	2	0	0
Non-EEO	0	0	0	1	1	0
		C	Compara	ative Dat	а	
Complaints by Issue		Previous	Fiscal Y	'ear Data	I	2014 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2009	2010	2011	2012	2013	31-Dec
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			
		C	Compara	ative Dat	а				
		Previous	Fiscal Y	'ear Data	1	2014 Thru			
Processing Time	2009	2010	2011	2012	2013	31-Dec			
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 requ	ested						
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	e 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			
		C	Compara	ative Dat	а				
		Previous	Fiscal V	loar Data		2014			
		i i ceious			-	Thru			
Complaints Dismissed by Agency	2009	2010	2011	2012	2013	31-Dec			
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 With	drawn by	y Compla	inants						
Total Complaints Withdrawn by									
Complainants	0	10	1	5	2	0			

					Comp	arative D	Data					
				Previo	us Fiscal	Year Da	ta				201 Thi	
Total Final Agency Actions Finding	20	09	2	010	20	11	20	12	2	013	31-0	)ec
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 D	Data					
Findings of Discrimination Rendered by Basis				Previo	us Fiscal	Year Da	ta				201 Thi	
Note: Complaints can be filed alleging multiple bases.	20	09	20	010	20	11	20	12	2	013	31-0	)ec
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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		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 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

					Comp	arative D	Data					
				Previo	us Fiscal	Year Da	ta				201 Th	
Findings of Discrimination Rendered by	20	09	20	010	20	11	20	12	20	013	31-0	Dec
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												
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	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												
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 Without Hearing	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												
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

		C	Compara	ative Dat	a		
Pending Complaints Filed in Previous Fiscal		2014 Thru					
Years by Status	2009	2010	2011	2012	2013	31-Dec	
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	
		C	Compara	ative Dat	а		
	Previous Fiscal Year Data						
<b>Complaint Investigations</b>	2009	2010	2011	2012	2013	31-Dec	
Pending Complaints Where Investigations							
Exceed Required Time Frames	7	9	15	12	4	1	