

No Fear Act Report

Date as of December 30 - First Quarter of the Fiscal Year

Complaint Activity	Compared Data					
	2005	2006	2007	2008	2009	2010
Number of Complaints Filed in Fiscal Year	613	568	486	463	497	116
Number of Complaints	551	520	446	423	446	108
Repeat Filers	51	45	33	30	33	6

Complaints by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Race	246	215	177	189	203	40
Religion	26	23	15	9	18	5
Retaliation	268	238	238	199	222	59
Sex	184	190	165	152	185	41
National Origin	95	81	72	65	65	15
Color	82	58	60	58	44	8
Age	192	155	130	118	132	37
Disability	142	146	121	102	116	22
Equal Pay Act	4	0	3	2	6	2

Complaints By Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Appointment	27	26	14	13	14	4
Assignment	78	68	59	75	60	15
Awards	20	12	13	13	10	3
Conversion	0	0	3	0	0	0
Disciplinary Action - Demotion	6	1	3	3	2	0
Disciplinary Action - Reprimand	36	23	18	27	28	5
Disciplinary Action - Suspension	36	34	27	24	25	5
Disciplinary Action - Removal	17	10	16	10	9	3
Disciplinary Action - Other	23	22	21	30	20	2
Duty Hours	33	16	20	17	21	7
Evaluation/Appraisal	125	100	94	107	112	12
Examination/Test	0	2	0	0	2	0
Non Sexual Harassment	195	195	186	134	139	34
Sexual Harassment	24	35	20	30	27	4
Medical Examination	12	4	10	3	4	1
Pay Including Overtime	31	20	19	8	23	5
Promotion/Non-Selection	126	117	89	66	106	25
Denied Reassignment	7	14	10	8	13	0
Directed Reassignment	18	9	15	23	15	8
Reasonable Accommodation	30	39	16	18	24	2
Reinstatement	2	4	2	2	0	1
Retirement	4	4	5	3	4	0
Termination	44	23	35	30	33	5
Terms/Conditions of Employment	68	66	47	69	49	13
Time and Attendance	31	28	38	34	35	7
Training	29	23	21	23	21	3

Other	105	120	112	102	122	29
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Processing Time	Comparative Data					
	2005	2006	2007	2008	2009	2010
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	213	177	182	188	197	197
Average Number of Days in Final Action Stage	136	187	264	229	326	400
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	234	185	201	200	209	220
Average Number of Days in Final Action Stage	82	106	180	82	210	529
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	188	171	164	184	186	192
Average Number of Days in Final Action Stage	202	325	347	338	396	370

Complaints Dismissed by Agency	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Complaints Dismissed by Agency	106	104	59	64	69	25
Average Days Pending Prior to Dismissal	82	132	140	101	56	105
Total Complaints Withdrawn by Complaints	75	84	64	50	46	10

Total Final Action Finding Discrimintaion	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Number Finding	13	2	2	1	1	0
Without Hearing	1	0	0	0	1	0
With Hearing	12	2	2	1	0	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Number of Findings	13	2	2	1	1	0
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	1(100.00%)	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings After Hearing	12	2	2	1	0	0
Race	0	0	0	0	0	0

Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings Without Hearing	1	0	0	0	1	0
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	1(100.00%)	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Number of Findings	13	2	2	1	1	0
Appointment	1(7.69%)	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - 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
Non Sexual Harassment	0	0	1(50.00%)	0	0	0
Sexual Harassment	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	1(50.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	1(50.00%)	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	1(7.69%)	0	0	0	0	0
Other	0	0	0	0	1(100.00%)	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings After Hearing	12	2	2	1	0	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - 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
Non Sexual Harassment	0	0	1(50.00%)	0	0	0
Sexual Harassment	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	1(50.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	1(50.00%)	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	1(8.33%)	0	0	0	0	0
Other	0	0	0	0	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings Without Hearing	1	0	0	0	1	0
Appointment	1(100.00%)	0	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - 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
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	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
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	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	0	0	0	0	1(100.00%)	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Complaints From Previous Fiscal Years	212	212	223	202	219	470
Total Complainants	193	193	211	192	207	421
Number of Complaints Pending in Investigation	9	15	18	11	8	136
Number of Complaints Pending in Hearing	97	76	76	82	122	183
Number of Complaints Pending in Final Action	103	117	122	105	89	148
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	142	160	161	168	173	193

Complaint Investigations	Comparative Data					
	2005	2006	2007	2008	2009	2010
Pending Complaints Where Investigation Exceeds Required Time Frames	161	124	123	118	128	222