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

### FLETC (and below)

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

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	18	13	10	15	9	0
Number of Complainants	11	8	10	13	9	0
Repeat Filers	1	0	1	1	0	0

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
<i><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b></i>						
Race	5	1	2	1	1	0
Color	0	1	1	1	1	0
Religion	0	2	0	1	0	0
Reprisal	6	8	5	6	6	0
Sex	7	3	3	6	4	0
PDA	0	0	0	0	0	0
National Origin	2	3	3	4	1	0

Equal Pay Act	0	0	0	1	0	0
Age	9	3	4	7	3	0
Disability	5	3	1	3	1	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
<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	0	0	0	2	1	0
Assignment of Duties	1	1	2	2	0	0
Awards	1	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	1	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	2	0	1	4	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	7	3	5	3	0
Sexual	2	0	1	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	0
Promotion/Non-Selection	6	3	3	4	4	0

Reassignment						
Denied	0	0	1	1	0	0
Directed	1	1	1	0	1	0
Reasonable Accommodation	0	0	0	1	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	1	0	1	0	0
Terms/Conditions of Employment	3	0	1	3	1	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	2	1	3	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	197.71	291.00	252.33	248.80	236.38	142.00
Average number of days in final action	169.33	305.00	263.50	0	22.20	106.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	197.71	291.00	271.80	266.12	236.38	167.00
Average number of days in final action	15.50	14.50	17.80	0	8.00	23.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	0	0	155.00	179.50	0	117.00
Average number of days in final action	477.00	886.00	1,492.00	0	79.00	189.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-

[illegible]

[illegible]

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[illegible]



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	1	100
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2013Thru03-31						
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	17	23	25	13	23	15						
Total Complainants	15	19	20	11	21	12						
Number complaints pending												
Investigation	3	3	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	4	9	6	10	8	8						
Final Agency Action	1	0	0	0	3	0						
Appeal with EEOC Office of Federal Operations	0	0	0	1	1	3						
Complaint Investigations	Comparative Data											

	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	9	5	2	0	0	0

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