

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

**Financial Management Service (FMS)**

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

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 09-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	4	14	13	3	12	2
Number of Complainants	4	12	11	3	12	2
Repeat Filers	0	2	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013 Thru 09-30
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	3	5	4	0	6	0
Color	0	0	0	1	1	0
Religion	0	0	1	0	0	0
Reprisal	2	3	5	0	4	2
Sex	1	5	3	1	6	0
National Origin	0	0	1	0	1	0
Equal Pay Act	0	0	0	0	0	0
Age	4	7	6	2	4	0
Disability	1	3	2	2	2	2
Non-EEO	0	1	1	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013

<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>Thru 09-30</b>
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	2	2	3	0	4	0
Awards	0	0	0	0	3	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	0	0
Suspension	0	0	0	1	0	0
Removal	0	0	0	0	0	0
Other	0	1	0	0	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	3	3	1	2	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	3	3	7	1	4	1
Sexual	0	0	2	0	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	1	0	0	0
Promotion/Non-Selection	1	6	3	0	1	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	1	0	0	4	0
Reasonable Accommodation	1	2	0	0	0	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Termination	0	2	0	0	0	0
Terms/Conditions of Employment	1	1	0	0	2	0
Time and Attendance	0	0	0	0	0	0

Training	0	0	0	0	1	0
Other	0	0	0	0	2	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013 Thru 09-30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Complaints pending during fiscal year						
Average number of days in investigation	426.43	266.82	255.33	154.75	471.71	263.00
Average number of days in final action	239.17	38.00	20.00	71.80	23.75	2.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	593.00	269.62	272.20	152.67	569.00	263.00
Average number of days in final action	0	0	10.00	0	3.00	2.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	359.80	259.33	234.25	156.00	228.50	0
Average number of days in final action	287.00	38.00	25.00	71.80	44.50	0
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013 Thru 09-30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Total Complaints Dismissed by Agency	0	1	0	1	0	0
Average days pending prior to dismissal	0	44	0	57	0	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	0	1	2	0	2	4
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013 Thru 09-30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	









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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2013 Thru 09- 30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>							
Total complaints from previous Fiscal Years	12	8	17	17	8	12						
Total Complainants	12	8	15	14	8	12						



<b>Number complaints pending</b>						
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	2	4	4	4	1	3
Final Agency Action	1	1	2	1	1	0
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2013 Thru 09- 30</b>
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	2	2	0	0