

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: EPA Internal Complaint Activity

**Data as of June 30 - Third Quarter Fiscal Year 2011**

Complaint Activity	Comparative Data Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	2011
Number of Complaints Filed in Fiscal Year	76	64	73	79	71	47
Number of Complainants	60	59	72	70	64	45
Repeat Filers	11	7	1	8	7	2

Complaints by Basis	Comparative Data Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	2011
Race	37	33	36	37	38	18
Color	6	8	15	3	2	4
Religion	0	2	2	1	3	2
Retaliation	57	36	40	29	33	29
Sex	30	22	28	38	28	24
National Origin	13	9	10	7	10	7
Equal Pay Act	0	1	0	0	0	1
Age	29	30	29	37	25	16
Disability	33	23	17	24	20	16
Non EEO Bases	0	0	0	0	0	0

**Data as of June 30 - Third Quarter Fiscal Year 2011**

Complaints by Issue	Comparative Data Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	2011
Appointment/Hire	2	0	0	0	0	0
Assignment of Duties	4	8	15	8	13	6

Awards	6	2	5	2	7	0
Conversion to Full-Time	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	1	0	0	0
Reprimand	3	3	2	3	3	1
Suspension	3	3	0	2	2	1
Removal	2	0	0	1	2	1
Other	0	0	0	0	0	1
Duty Hours	0	1	0	0	1	0
Evaluation Appraisal	16	14	17	9	16	5
Examination/Test	0	0	0	0	0	1
<b>Harassment</b>						
Non-Sexual	41	27	29	34	21	24
Sexual	1	0	1	2	1	1
Medical Examination	1	0	0	0	0	0
Pay (Including Overtime)	4	4	2	2	3	1
Promotion/Non-Selection	27	22	29	28	22	12
<b>Reassignment</b>						
Denied	0	4	1	0	0	1
Directed	2	2	4	2	3	0
Reasonable Accommodation	11	7	4	10	10	2
Reinstatement	0	2	0	0	0	0
Retirement	2	1	0	0	0	0
Termination	1	5	4	7	6	6
Terms/Conditions of Employment	18	17	11	7	13	5
Time and Attendance	11	11	12	8	8	2
Training	6	5	7	5	6	2
Other	0	0	0	0	0	0

**Data as of June 30 - Third Quarter Fiscal Year 2011**

<b>Processing Time</b>	<b>Comparative Data Previous Fiscal Year Data</b>					
	2006	2007	2008	2009	2010	2011
Complaints Pending During Fiscal Year						
Average Number of Days in Investigative Stage	120	112	137	125	121	228
Average Number of Days in Final Action Stage	388	400	393	182	160	305
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	185	251	250	208	194	220
Average Number of Days in Final Action Stage	32	112	54	80	17	119
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	120	112	137	125	228	234
Average Number of Days in Final Action Stage	388	400	393	236	303	425

**Data as of June 30 - Third Quarter Fiscal Year 2011**

<b>Complaints Dismissed by Agency</b>	<b>Comparative Data Previous Fiscal Year Data</b>					
	2006	2007	2008	2009	2010	2011
Total Complaints Dismissed by Agency	21	11	12	3	11	3
Average Days Pending Prior to Dismissal	149	169	78	87	132	245
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	4	9	8	3	2	1

<b>Total Final Actions Finding Discrimination</b>	<b>Comparative Data Previous Fiscal Year Data</b>					
	2006	2007	2008	2009	2010	2011
Total Number Findings	0	2	1	0	0	0
Without Hearing	0	0	0	0	0	0
With Hearing	0	2 100%	1 100%	0	0	0

Data as of June 30 - Third Quarter Fiscal Year 2011

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		2011	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number of Findings</b>	0	0.00	2	1.00	1	1.00	0	0.00	0	0.00	0	0.00
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retaliation	0	0.00	2	0.66	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	1	0.33	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	1	1.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of June 30 - Third Quarter Fiscal Year 2011

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		2011	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>	0	0.00	0	0.00	1	1.00	0	0.00	0	0.00	0	0.00
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retaliation	0	0.00	2	0.66	0	0.00	0	0.00	0	0.00	0	0.00
Sex (Includes Equal Pay Act)	0	0.00	1	0.33	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	1	1.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**Data as of June 30 - Third Quarter Fiscal Year 2011**

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		2011	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
	<b>Findings Without Hearing</b>	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0
Race	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retaliation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Data as of June 30 - Third Quarter Fiscal Year 2011

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number of Findings</b>	0	0.00	2	1.00	1	1.00	0	0.00	0	0.00	0	0.00
Appointment/Hire	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-Time	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
Demotion	0	0.00	1	0.25	0	0.00	0	0.00	0	0.00	0	0.00
Reprimand	0	0.00	0	0.00	1	0.50	0	0.00	0	0.00	0	0.00
Suspension	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Removal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal	0	0.00	1	0.25	0	0.00	0	0.00	0	0.00	0	0.00
Examination/Test	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-Sexual	0	0.00	1	0.25	1	0.50	0	0.00	0	0.00	0	0.00
Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pay (Including Overtime)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion/Non-Selection	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Denied	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Directed	0	0.00	1	0.25	0	0.25	0	0.25	0	0.25	0	0.25
Reasonable Accommodation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Termination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms/Conditions of Employment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**Data as of June - Third Quarter Fiscal Year 2011**

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>	0	0.00	1	1.00	0	0.00	0	0.00	0	0.00	0	0.00
Appointment/Hire	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-Time	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
Demotion	0	0.00	1	0.25	0	0.00	0	0.00	0	0.00	0	0.00
Reprimand	0	0.00	0	0.00	1	0.50	0	0.00	0	0.00	0	0.00
Suspension	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Removal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal	0	0.00	1	0.25	0	0.00	0	0.00	0	0.00	0	0.00
Examination/Test	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-Sexual	0	0.00	1	0.25	1	0.50	0	0.00	0	0.00	0	0.00
Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pay (Including Overtime)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion/Non-Selection	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Denied	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Directed	0	0.00	1	0.25	0	0.00	0	0.00	0	0.00	0	0.00
Reasonable Accommodation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms/Conditions of Employment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**Data as of June 30 - Third Quarter Fiscal Year 2011**

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Appointment/Hire	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assignment of Duties	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Awards	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Conversion to Full-Time	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Disciplinary Action</b>												
Demotion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprimand	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Suspension	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Removal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Duty Hours	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Evaluation Appraisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Examination/Test	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Harassment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Sexual	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Medical Examination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pay (Including Overtime)	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Promotion/Non-Selection	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Reassignment</b>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Denied	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Directed	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reasonable Accommodation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reinstatement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Retirement	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Termination	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Terms/Conditions of Employment	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Time and Attendance	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Training	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**Data as of June 30 - Third Quarter Fiscal Year 2011**

<b>Pending Complaints Filed in Previous Years by Status</b>	<b>Comparative Data Previous Fiscal Year Data</b>					
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>Complaint Activity</b>						
Total Complaints from previous Fiscal Years	91	81	71	54	54	110
Total Complainants	75	54	64	49	48	72
<b>Number of Complaints Pending</b>						
In Investigation	0	0	1	1	0	0
In Hearing	25	14	19	37	30	51
Final Action	9	7	4	18	24	30
Appeal with EEOC Office of Federal Operations	22	9	7	16	16	17

	<b>Comparative Data Previous Fiscal Year Data</b>
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<b>Complaint Investigations</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2010</b>
Pending Complaints Where Investigation Exceeds Required Time Frames	4	4	14	44	0	8