

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

HUD (and below)

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					2013Thru09-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	103	96	94	98	68	90
Number of Complainants	94	91	92	96	67	90
Repeat Filers	7	5	2	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	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	58	54	40	48	37	46
Color	21	26	16	12	13	10
Religion	9	8	5	4	1	2
Reprisal	57	38	50	51	20	38
Sex	44	47	39	42	32	33

PDA	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
National Origin	<u>17</u>	<u>19</u>	<u>12</u>	<u>18</u>	<u>10</u>	<u>12</u>
Equal Pay Act	<u>2</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Age	<u>41</u>	<u>30</u>	<u>34</u>	<u>43</u>	<u>34</u>	<u>35</u>
Disability	<u>20</u>	<u>23</u>	<u>23</u>	<u>24</u>	<u>20</u>	<u>25</u>
Genetics	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Non-EEO	<u>2</u>	<u>0</u>	<u>2</u>	<u>3</u>	<u>1</u>	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
<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	<u>3</u>	<u>3</u>	<u>7</u>	<u>5</u>	<u>1</u>	<u>5</u>
Assignment of Duties	<u>4</u>	<u>8</u>	<u>5</u>	<u>6</u>	<u>6</u>	<u>17</u>
Awards	<u>1</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>1</u>
Conversion to Full-time	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Disciplinary Action						
Demotion	<u>1</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>
Reprimand	<u>4</u>	<u>3</u>	<u>3</u>	<u>4</u>	<u>2</u>	<u>2</u>
Suspension	<u>2</u>	<u>2</u>	<u>1</u>	<u>4</u>	<u>2</u>	<u>0</u>
Removal	<u>1</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>
Other	<u>4</u>	<u>1</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>6</u>
Duty Hours	<u>1</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>	<u>0</u>
Evaluation Appraisal	<u>12</u>	<u>13</u>	<u>19</u>	<u>11</u>	<u>9</u>	<u>16</u>
Examination/Test	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Harassment						

Non-Sexual	<u>32</u>	<u>46</u>	<u>33</u>	<u>39</u>	<u>20</u>	<u>26</u>
Sexual	<u>0</u>	<u>2</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>5</u>
Medical Examination	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>
Pay (Including Overtime)	<u>4</u>	<u>3</u>	<u>0</u>	<u>2</u>	<u>2</u>	<u>0</u>
Promotion/Non-Selection	<u>34</u>	<u>13</u>	<u>19</u>	<u>31</u>	<u>20</u>	<u>17</u>
Reassignment						
Denied	<u>0</u>	<u>1</u>	<u>1</u>	<u>2</u>	<u>2</u>	<u>9</u>
Directed	<u>3</u>	<u>2</u>	<u>4</u>	<u>5</u>	<u>3</u>	<u>2</u>
Reasonable Accommodation	<u>5</u>	<u>8</u>	<u>6</u>	<u>14</u>	<u>6</u>	<u>5</u>
Reinstatement	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Retirement	<u>1</u>	<u>1</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>1</u>
Termination	<u>6</u>	<u>2</u>	<u>3</u>	<u>0</u>	<u>1</u>	<u>1</u>
Terms/Conditions of Employment	<u>17</u>	<u>15</u>	<u>15</u>	<u>4</u>	<u>2</u>	<u>22</u>
Time and Attendance	<u>7</u>	<u>2</u>	<u>6</u>	<u>1</u>	<u>3</u>	<u>2</u>
Training	<u>5</u>	<u>0</u>	<u>2</u>	<u>3</u>	<u>1</u>	<u>3</u>
Other	<u>10</u>	<u>2</u>	<u>17</u>	<u>7</u>	<u>0</u>	<u>0</u>
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	272.00	327.63	417.21	320.14	284.05	276.32
Average number of days in final action	20.95	166.81	384.71	97.14	300.81	61.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	284.04	344.28	419.59	315.07	289.25	288.14

Average number of days in final action	0	104.24	40.33	.73	.50	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.38	291.43	412.44	332.04	273.85	256.05
Average number of days in final action	66.38	429.60	591.33	166.00	485.62	197.60

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Total Complaints Dismissed by Agency	<u>10</u>	<u>10</u>	<u>12</u>	<u>7</u>	<u>0</u>	<u>0</u>
Average days pending prior to dismissal	44	71	208	128	-168	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	<u>6</u>	<u>8</u>	<u>7</u>	<u>11</u>	<u>8</u>	<u>4</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		0		0		0	
Without Hearing	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
With Hearing	<u>0</u>	0	<u>2</u>	100	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
<i>Note: Complaints can be</i>	2008	2009	2010	2011	2012	

Pay (Including Overtime)	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Promotion/Non-Selection	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reassignment												
Denied	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Directed	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reasonable Accommodation	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Reinstatement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Retirement	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Termination	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Terms/Conditions of Employment	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Time and Attendance	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Training	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0
Other - User Defined	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0	<u>0</u>	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Complainants	90	122	161	149	160	147
Number complaints pending						
Investigation	<u>9</u>	<u>19</u>	<u>11</u>	<u>5</u>	<u>2</u>	<u>5</u>
ROI issued, pending Complainant's action	<u>0</u>	<u>3</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>
Hearing	<u>36</u>	<u>51</u>	<u>56</u>	<u>63</u>	<u>72</u>	<u>83</u>
Final Agency Action	<u>5</u>	<u>2</u>	<u>8</u>	<u>3</u>	<u>7</u>	<u>3</u>
Appeal with EEOC Office of	<u>1</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>

Federal Operations						
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	<u>41</u>	<u>37</u>	<u>37</u>	<u>26</u>	<u>13</u>	<u>30</u>