

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

Data as of September 30 - End of Fiscal Year 2009

Complaint Activity	Comparative Data Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Number of Complaints Filed in Fiscal Year	71	69	76	64	73	79
Number of Complainants	69	65	60	59	72	70
Repeat Filers	2	8	11	7	1	8

Complaints by Basis	Comparative Data Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Race	64	34	37	33	36	37
Color	21	12	6	8	15	3
Religion	0	2	0	2	2	1
Retaliation	72	59	57	36	40	29
Sex	49	39	30	22	28	38
National Origin	14	18	13	9	10	7
Equal Pay Act	0	2	0	1	0	0
Age	41	21	29	30	29	37
Disability	46	25	33	23	17	24
Non EEO Bases	0	0	0	0	0	0

Data as of September 30 - End of Fiscal Year 2009

Complaints by Issue	Comparative Data Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Appointment/Hire	0	0	2	0	0	0
Assignment of Duties	20	8	4	8	15	8
Awards	1	6	6	2	5	2
Conversion to Full-Time	1	1	0	0	1	0
Disciplinary Action						
Demotion	1	2	1	0	1	0
Reprimand	11	5	3	3	2	3
Suspension	4	0	3	3	0	2
Removal	4	0	2	0	0	1
Other	0	0	0	0	0	0
Duty Hours	1	0	0	1	0	0
Evaluation Appraisal	9	8	16	14	17	9
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	88	32	41	27	29	34
Sexual	3	1	1	0	1	2
Medical Examination	0	0	1	0	0	0
Pay (Including Overtime)	4	5	4	4	2	2
Promotion/Non-Selection	91	22	27	22	29	28

Reassignment						
Denied	0	4	0	4	1	0
Directed	0	2	2	2	4	2
Reasonable Accommodation	14	7	11	7	4	10
Reinstatement	0	0	0	2	0	0
Retirement	0	1	2	1	0	0
Termination	11	6	1	5	4	7
Terms/Conditions of Employment	43	15	18	17	11	7
Time and Attendance	6	8	11	11	12	8
Training	9	5	6	5	7	5
Other	0	0	0	0	0	0

Data as of September 30 - End of Fiscal Year 2009

Processing Time	Comparative Data					
	Previous Fiscal Year					
	2004	2005	2006	2007	2008	2009
Complaints Pending During Fiscal Year						
Average Number of Days in Investigative Stage	163	143	120	112	137	125
Average Number of Days in Final Action Stage	569	458	388	400	393	182
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	224	250	185	251	250	230
Average Number of Days in Final Action Stage	0	0	0	0	0	0

Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	163	143	120	112	137	125
Average Number of Days in Final Action Stage	569	458	388	400	393	236

Data as of September 30 - End of Fiscal Year 2009

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Total Complaints Dismissed by Agency	23	33	21	11	12	3
Average Days Pending Prior to Dismissal	300	143	149	169	78	87
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	12	5	4	9	7	3

Total Final Actions Finding Discrimination	Comparative Data Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Total Number Findings	0	0	0	2	1	0
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	2 100%	1 100%	0

Data as of September 30 - End of Fiscal Year 2009

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data										2009	
	2004		2005		2006		2007		2008		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings	0	0.00	0	0.00	0	0.00	2	1.00	1	1.00	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	0	0.00	0	0.00	2	0.66	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	0.33	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00	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 September 30 - End of Fiscal Year 2009

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data										2009	
	2004		2005		2006		2007		2008		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00	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	0	0.00	0	0.00	2	0.66	0	0.00	0	0.00
Sex (Includes Equal Pay Act)	0	0.00	0	0.00	0	0.00	1	0.33	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00	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 September 30 - End of Fiscal Year 2009

Findings of Discrimination Rendered by Basis	Comparative Data Previous Fiscal Year Data										2009	
	2004		2005		2006		2007		2008		#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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 September 30 - End of Fiscal Year 2009

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data										2009	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number of Findings	0	0.00	0	0.00	0	0.00	2	1.00	1	1.00	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
Disciplinary Action												
Demotion	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00	0	0.00
Reprimand	0	0.00	0	0.00	0	0.00	0	0.00	1	0.50	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	1	0.25	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
Harassment	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	1	0.25	1	0.50	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
Reassignment	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	0.25	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 September 30 - End of Fiscal Year 2009

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data										2009	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Findings After Hearing	0	0.00	0	0.00	0	0.00	0	0.00	1	1.00	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
Disciplinary Action												
Demotion	0	0.00	0	0.00	0	0.00	1	0.25	0	0.00	0	0.00
Reprimand	0	0.00	0	0.00	0	0.00	0	0.00	1	0.50	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	1	0.25	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
Harassment	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	1	0.25	1	0.50	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
Reassignment	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	1	0.25	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 September 30 - End of Fiscal Year 2009

Findings of Discrimination Rendered by Issues	Comparative Data Previous Fiscal Year Data										2009			
	2004		2005		2006		2007		2008		#	%		
	#	%	#	%	#	%	#	%	#	%				
Findings Without Hearing	0	0.00	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	0	0.00
Assignment of Duties	0	0.00	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	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	0	0.00
Disciplinary Action														
Demotion	0	0.00	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	0	0.00
Suspension	0	0.00	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	0	0.00
Other	0	0.00	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	0	0.00
Evaluation Appraisal	0	0.00	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	0	0.00
Harassment	0	0.00	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	0	0.00
Sexual	0	0.00	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	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
Reassignment	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 September 30 - End of Fiscal Year 2009

Pending Complaints Filed in Previous Years by Status	Comparative Data Previous Fiscal Year Data					2009
	2004	2005	2006	2007	2008	
Complaint Activity						
Total Complaints from previous Fiscal Years	167	129	91	81	71	54
Total Complainants	165	111	75	54	64	49
Number of Complaints Pending						
In Investigation	3	0	0	0	1	1
In Hearing	95	32	25	14	19	38
Final Action	4	15	9	7	4	15
Appeal with EEOC Office of Federal Operations	52	30	22	9	7	11

	Comparative Data Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	
Complaint Investigations						2009
Pending Complaints Where Investigation Exceeds Required Time Frames	7	6	4	4	14	8