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

CMS

For 1st Quarter 2012 for period ending December 31, 2011

Table 1. Total Number of EEO Complaints Filed

Complaint Activity	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Number of Complaints Filed	29	32	31	39	30	9

Table 2. Total Number of Individuals Filing EEO Complaints

Complaint Activity	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Number of Complainants	28	31	30	37	28	9

Table 3. Total Number of Individuals Filing 2 or More Complaints

Complaint Activity	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Repeat Filers	1	1	1	2	2	0

Table 4. Number of Complaints Alleging Discrimination on Various Bases

Complaints by Basis	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Race	14	12	16	25	14	4
Color	4	0	1	5	3	1
Religion	3	0	2	7	1	0
Reprisal	12	16	13	25	21	5
Sex	12	13	11	15	13	3
National Origin	1	2	1	4	3	1
Equal Pay Act	0	1	1	2	1	0
Age	16	16	13	16	14	1
Disability	5	9	8	13	10	3
Non-EEO	0	1	1	3	2	1

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Table 5. Number of EEO Complaints Alleging Discrimination on Various Issues

Complaints by Issue	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Appointment/Hire	0	1	0	1	1	1
Assignment of Duties	6	3	8	15	10	2
Awards	4	1	0	3	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	0	1	0	0	0	0
Disciplinary Action: Reprimand	4	3	0	3	5	1
Disciplinary Action: Removal	0	1	0	1	2	0
Disciplinary Action: Suspension	0	2	0	4	1	0
Disciplinary Action: Other	2	5	2	3	1	1
Duty Hours	0	0	0	2	0	0
Evaluation Appraisal	2	8	6	13	11	2
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	12	22	17	25	16	2
Harassment: Sexual	0	2	1	2	0	0
Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	0	4	2	3	3	0
Promotion/Non-Selection	18	6	8	8	6	1
Reassignment: Denied	2	0	0	2	0	0
Reassignment: Directed	1	2	0	2	1	0
Reasonable Accommodation	3	4	5	6	1	1
Reinstatement	0	0	0	0	0	0
Retirement	1	0	1	0	0	0
Termination	1	1	2	1	4	2
Terms/Conditions of Employment	3	4	2	9	6	1
Time and Attendance	2	3	1	10	5	0
Training	1	2	2	2	2	1
Other	1	1	0	0	0	0

Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Table 6. Average Length of Time (in days) Taken

Processing Time	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Average number of days in investigation for complaints pending during each fiscal year	112.93	123.49	136.31	136.12	148.05	159.71
Average number of days in final action for complaints pending during each fiscal year	17.67	8.46	12.2	48.6	81.46	56.00
Average number of days in investigation for complaints pending where a hearing was requested during each fiscal year	112.64	120.47	135.79	137.87	151.73	172.33
Average number of days in final action for complaints pending where a hearing was requested during each fiscal year	26.5	18.33	20.33	24.33	16	0
Average number of days in investigation for complaints pending where a hearing was not requested during each fiscal year	113.2	126.67	136.8	132.45	138.83	150.25
Average number of days in final action for complaints pending where a hearing was not requested during each fiscal year	0	0	0	85	101.10	56.00

Table 7. Total Number of Complaints Dismissed by the Agency

Complaints Dismissed by Agency	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Total Complaints Dismissed by Agency	6	1	5	7	3	1
Average Days Pending Prior to Dismissal	41	64	34	89	101	95

Table 8. Total Number of Withdrawn Complaints

Complaints Withdrawn by Complainants	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Total Complaints Withdrawn by Complainants	2	5	4	4	2	1

Table 9. Total Number of Final Actions Finding Discrimination

Total Final Agency Actions Finding Discrimination	FY 2007 Number	FY 2007 Percent	FY 2008 Number	FY 2008 Percent	FY 2009 Number	FY 2009 Percent	FY 2010 Number	FY 2010 Percent	FY 2011 Number	FY 2011 Percent	FY 2012 Thru 12-31 Number	FY 2012 Thru 12-31 Percent
Total Number Findings	0	-	0	-	0	-	0	-	0	-	0	-
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Table 10. Total Number of Final Actions Involving a Finding of Discrimination (Bases)

Findings of Discrimination Rendered by Basis	FY 2007 Number	FY 2007 Percent	FY 2008 Number	FY 2008 Percent	FY 2009 Number	FY 2009 Percent	FY 2010 Number	FY 2010 Percent	FY 2011 Number	FY 2011 Percent	FY 2012 Thru 12-31 Number	FY 2012 Thru 12-31 Percent
Total Number Findings	0	-	0	-	0	-	0	-	0	-	0	-
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	-	0	-	0	-	0	-	0	-	0	-
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	-	0	-	0	-	0	-	0	-	0	-
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Table 11. Total Number of Final Actions Involving a Finding of Discrimination (Issues)

Findings of Discrimination Rendered by Issue	FY 2007 Number	FY 2007 Percent	FY 2008 Number	FY 2008 Percent	FY 2009 Number	FY 2009 Percent	FY 2010 Number	FY 2010 Percent	FY 2011 Number	FY 2011 Percent	FY 2012 Thru 12-31 Number	FY 2012 Thru 12-31 Percent
Total Number Findings	0	-	0	-	0	-	0	-	0	-	0	-
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	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
Harassment: 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
Reassignment: 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

Table 12. Findings of Discrimination Rendered by Issue after Hearing

Findings of Discrimination Rendered by Issue	FY 2007 Number	FY 2007 Percent	FY 2008 Number	FY 2008 Percent	FY 2009 Number	FY 2009 Percent	FY 2010 Number	FY 2010 Percent	FY 2011 Number	FY 2011 Percent	FY 2012 Thru 12-31 Number	FY 2012 Thru 12-31 Percent
Findings After Hearing	0	-	0	-	0	-	0	-	0	-	0	-
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Harassment: 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
Reassignment: 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

Table 13. Findings of Discrimination Rendered by Issue without Hearing

Findings of Discrimination Rendered by Issue	FY 2007 Number	FY 2007 Percent	FY 2008 Number	FY 2008 Percent	FY 2009 Number	FY 2009 Percent	FY 2010 Number	FY 2010 Percent	FY 2011 Number	FY 2011 Percent	FY 2012 Thru 12-31 Number	FY 2012 Thru 12-31 Percent
Findings Without Hearing	0	-	0	-	0	-	0	-	0	-	0	-
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: 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
Harassment: 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
Reassignment: 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

Table 14. Total Number of Complaints Filed in Previous Fiscal Years by Status

Pending Complaints Filed in Previous Fiscal Years by Status	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Total complaints from previous Fiscal Years	20	27	22	27	40	45
Total Complainants	19	26	22	26	36	39
Number complaints pending Investigation	0	0	0	0	0	4
Number complaints pending ROI issued, pending Complainant's action	0	0	0	0	0	0
Number complaints pending Hearing	3	5	6	9	20	32
Number complaints pending Final Agency Action	1	0	0	1	1	5
Number complaints pending Appeal with EEOC Office of Federal Operations	7	5	6	4	8	6

Table 15. Amount of Times that Complaint Investigations Exceed Required Time Frames

Complaint Investigations	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Thru 12-31
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0