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

**Centers for Medicare & Medicaid Services (CMS)
For 1st Quarter 2013, period ending December 31, 2012**

Table 1. Total Number of EEO Complaints Filed

Complaint Activity	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Number of Complaints Filed	32	31	39	30	24	4

Table 2. Total Number of Individuals Filing EEO Complaints

Complaint Activity	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Number of Complainants	31	30	37	28	23	4

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

Complaint Activity	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Number of Repeat Filers	1	1	2	2	1	0

Table 4. Number of Complaints Alleging Discrimination on Various Bases

Complaints by Basis	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Race	12	16	25	14	11	3
Color	0	1	5	3	4	1
Religion	0	2	7	1	4	0
Reprisal	16	13	25	21	18	2
Sex	13	11	15	13	11	2
Pregnancy Discrimination Act (PDA)	0	0	0	0	0	0
National Origin	2	1	4	3	5	0
Equal Pay Act	1	1	2	1	0	0
Age	16	13	16	14	5	2
Disability	9	8	13	10	4	1
Genetics	0	0	0	0	0	0
Non-EEO	1	1	3	2	3	0

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

Table 5. Number of Complaints Alleging Discrimination on Various Issues

Complaints by Issue	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Appointment/Hire	1	0	1	1	1	0
Assignment of Duties	3	8	15	10	11	1
Awards	1	0	3	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action: Demotion	1	0	0	0	0	0
Disciplinary Action: Reprimand	3	0	3	5	4	0
Disciplinary Action: Removal	2	0	4	1	2	0
Disciplinary Action: Suspension	1	0	1	2	0	0
Disciplinary Action: Other	5	2	3	1	1	0
Duty Hours	0	0	2	0	1	0
Evaluation Appraisal	8	6	13	11	7	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	22	17	25	16	15	3
Harassment: Sexual	2	1	2	0	0	0
Medical Examination	0	0	0	0	2	0
Pay (Including Overtime)	4	2	3	3	1	0
Promotion/Non-Selection	6	8	8	6	5	1
Reassignment: Denied	0	0	2	0	0	0
Reassignment: Directed	2	0	2	1	1	1
Reasonable Accommodation	4	5	6	1	3	0
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Termination	1	2	1	4	3	0
Terms/Conditions of Employment	4	2	9	6	4	0
Time and Attendance	3	1	10	5	3	0
Training	2	2	2	2	3	0
Other	1	0	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 Complaint Processing Time (in Days)

Complaints Pending During Fiscal Year	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
All Pending Complaints: Average number of days in investigation	123	136	130	148	136	158
All Pending Complaints: Average number of days in final action	8	12	137	81	35	39
Complaints Where Hearing was Requested: Average number of days in investigation	120	136	139	152	143	171
Complaints Where Hearing was Requested: Average number of days in final action	18	20	24	16	20	3
Complaints Where Hearing was Not Requested: Average number of days in investigation	127	137	109	139	119	144
Complaints Where Hearing was Not Requested: Average number of days in final action	0	0	306	101	65	58

Table 7. Total Number of Complaints Dismissed by the Agency

Complaints Dismissed by the Agency	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Total Complaints Dismissed by the Agency	1	5	7	3	7	0
Average Number of Days Pending Prior to Dismissal	64	34	89	101	75	0

Table 8. Total Number of Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Total Complaints Withdrawn by Complainants	5	4	4	2	3	0

Table 9. Total Number of Final Actions Finding Discrimination

Final Agency Actions Finding Discrimination	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 Number	FY 2012 Percent	FY 2013 Thru 12-31 Number	FY 2013 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 Findings of Discrimination (by Basis)

Findings of Discrimination Rendered (Basis)	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 Number	FY 2012 Percent	FY 2013 Thru 12-31 Number	FY 2013 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
PDA	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
Genetics	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
PDA	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
Genetics	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
PDA	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
Genetics	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 Findings of Discrimination (by Issue)

Findings of Discrimination Rendered (Issue)	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 Number	FY 2012 Percent	FY 2013 Thru 12-31 Number	FY 2013 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 after Hearing (by Issue)

Findings of Discrimination Rendered (Issue)	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 Number	FY 2012 Percent	FY 2013 Thru 12-31 Number	FY 2013 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
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 13. Findings of Discrimination Rendered without Hearing (by Issue)

Findings of Discrimination Rendered (Issue)	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 Number	FY 2012 Percent	FY 2013 Thru 12-31 Number	FY 2013 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
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 14. Number of Complaints Filed in Previous Fiscal Years (by Status)

Pending Complaints Filed in Previous Fiscal Years by Status	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Total Complaints from Previous Fiscal Years	27	22	27	40	45	30
Total Complainants	26	22	26	36	38	25
Complaints Pending Investigation	0	1	1	1	0	2
Complaints Pending Complainant's Action After ROI Issued	0	0	0	0	0	2
Complaints Pending Hearing	5	6	9	20	15	19
Complaints Pending Final Agency Action	0	0	1	1	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	5	6	4	8	5	4

Table 15. Number of Investigations Exceeding Required Time Frames

Complaint Investigations	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013 Thru 12-31
Pending Complaints where Investigation Exceeded Required Time Frames	0	0	0	0	0	0