

**BROADCASTING BOARD of GOVERNORS
Office of Civil Rights**

**Equal Employment Opportunity Data Posted Pursuant to Title III of the
Notification and Federal Employee Antidiscrimination and Retaliation Act of
2002 (No FEAR Act), Pub. L. 107-174**

The No FEAR Act requires Federal agencies to post on their public websites summary statistical data pertaining to complaints of discrimination filed under 29 C.F.R. 1614 by employees, former employees and applicants for employment. The procedures for posting cumulative quarterly and fiscal year EEO data are set forth in 29 C.F.R. 1614 Sections 701-704. In addition, 29 C.F.R. § 1614.705 mandates that Federal Agencies post comparative year-end data corresponding to that required to be posted by Section 1614.704 for each of the five immediately preceding fiscal years. The following tables are presented in fulfillment of these requirements.

Complaint Activity 29 C.F.R. § 1614.704(a)-(c)	Comparative Data (29 C.F.R. § 1614.705)					2013 Thru 9/30
	Previous Fiscal Year Data					
	2007	2008	2009	2010	2011	
Number of Complaints Filed	14	31	21	21	9	14
Number of Complainants	14	30	19	21	8	13
Repeat Filers	2	1	2	0	1	1

Complaints by Basis 29 C.F.R. § 1614.704(d)	Comparative Data					2013 Thru 9/30
	Previous Fiscal Year Data					
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	3	6	6	15	4	5
Color	2	3	2	7	1	2
Religion	0	2	6	5	1	0
Reprisal	10	13	15	29	7	13
Sex	5	8	11	13	2	3
Pregnancy	0	0	0	0	0	0
National Origin	2	14	7	17	3	3
Equal Pay Act	0	0	0	0	0	1
Age	2	15	8	7	2	7
Disability	1	5	3	15	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue 29 C.F.R. § 1614.704(e)	Comparative Data					2013 Thru 9/30
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	0	1	2	0	2	0
Assignment of Duties	2	8	0	12	4	5
Awards	0	0	0	0	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	4
Reprimand	0	11	3	6	8	0
Removal	0	2	2	4	0	0
Suspension	1	1	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	0	1	0	0	1	1
Evaluation Appraisal	2	1	0	0	1	0
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	12	11	12	28	3	12
Sexual	2	3	0	3	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	3	0	1
Promotion/Non-Selection	27	32	0	14	7	0
Reassignment						
Denied	2	1	0	8	0	0
Directed	0	0	0	0	1	0
Reasonable Accommodation	0	0	0	3	0	0
Reinstatement	0	0	0	3	0	0
Retirement	0	0	0	0	0	0
Termination	12	3	7	7	1	0
Terms/Conditions of Employment	0	4	0	8	4	7
Time and Attendance	1	3	0	2	3	0
Training	0	1	0	7	2	4
Other	0	0	0	0	0	1

Processing Time 29 C.F.R. § 1614.704(f) The average length of time it has taken an agency to complete, respectively, investigation and final action for:	Comparative Data					2013 Thru 9/30
	Previous Fiscal Year Data					
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation stage	96.25	52.55	35.13	52.43	33.00	174.36
Average number of days in final action stage	118.00	54.00	19.00	65.50	3.00	104.50
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	233.67	196.88	310.09	430.50	416.50	162.00
Average number of days in final action stage	0	0	0	0	0	39.00
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	96.25	52.55	35.13	52.43	33.00	0
Average number of days in final action stage	118.00	54.00	19.00	65.50	3.00	170.00

Complaints Dismissed by Agency 29 C.F.R. § 1614.704(g)	Comparative Data					2013 Thru 9/30
	Previous Fiscal Year Data					
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency pursuant to Section 1614.107(a)	7	4	1	4	3	0
Average days pending prior to dismissal	40	33	36	80	37	0

Complaints Withdrawn by Complainants 29 C.F.R. § 1614.704(h)	Comparative Data (29 C.F.R. § 1614.705)					2013 Thru 9/30
	Previous Fiscal Year Data					
	2007	2008	2009	2010	2011	
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0

Total Final Actions Finding Discrimination 29 C.F.R. § 1614.704(i)	Comparative Data (29 C.F.R. § 1614.705)										2013 Thru 9/30	
	Previous Fiscal Year Data											
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	100

Findings of Discrimination Rendered by Basis 29 C.F.R. § 1614.704(j)	Comparative Data (29 C.F.R. § 1614.705)										2013 Thru 9/30	
	Previous Fiscal Year Data											
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>												
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	1	100
Sex	0	0	0	0	0	0	0	0	0	0	1	100
Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
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
Genetic Information	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												
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	1	100
Pregnancy	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
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
Genetic Information	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												
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
Pregnancy	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
Genetic Information	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 of Discrimination Rendered by Issue 29 C.F.R. § 1614.704(k)	Comparative Data											
	Previous Fiscal Year Data											2013 Thru 9/30
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	
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	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
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	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
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	1	100
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	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
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	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
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	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
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
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	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
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	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status 29 C.F.R. § 1614.704(l)	Comparative Data					2013 Thru 9/30
	Previous Fiscal Year Data					
	2007	2008	2009	2010	2011	
Total complaints from previous Fiscal Years	14	25	24	20	13	9
Total Complainants	14	25	24	20	10	8
Number Complaints Pending						
Investigation	4	9	8	7	2	1
Hearing	9	8	11	11	10	5
Final Action	0	1	3	2	1	0
Appeal with EEOC Office of Federal Operations	5	3	2	3	3	3

Complaint Investigations 29 C.F.R. § 1614.704(m)	Comparative Data					2013 Thru 9/30
	Previous Fiscal Year Data					
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0