

## **EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NOTIFICATION AND FEDERAL EMPLOYEE ANTIDISCRIMINATION AND RETALIATION ACT “NO FEAR” Public Law 107-174**

On May 15, 2002, President George W. Bush signed into law the Notification and Federal Employee Antidiscrimination and Retaliation Act, the No FEAR Act. The Act increased Federal agency accountability for acts of discrimination or reprisal taken against employees.

One of the requirements of the No FEAR Act is that Federal agencies post on their public web sites summary statistical data relating to Equal Employment Opportunity complaints filed against the respective agencies.

The United States Secret Service’s public web site contains statistical information in accordance with the No FEAR Act. This data is updated on a quarterly basis.

When reviewing the complaint data, it should be noted that the United States Secret Service formal complaints process was conducted by the Department of the Treasury prior to FY 2004.

The format of data has been changed to follow Department of Homeland Security requirements. No FEAR Act data for the Department of Homeland Security can be found at [www.dhs.gov](http://www.dhs.gov).

For further information, please contact the Director, Office of Equal Opportunity.

United States Secret Service  
Office of Equal Opportunity  
950 H Street, N.W. Suite 7310  
Washington, D.C. 20223

- Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002
- Proposed OPM Regulations for Title II of No Fear
- Proposed EEOC Regulations for Title III of No Fear
- Secret Service EEO Complaint Data

Information Updated as of June 30, 2009

**EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED  
PURSUANT TO THE NO FEAR ACT:  
USSS COMPLAINT ACTIVITY**

Data as of June 30, 2009, 3<sup>rd</sup> Qtr. FY 2009

<b>Complaint Activity</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2009 Thru 1st Qtr.</b>	<b>2009 Thru 2nd Qtr.</b>	<b>2009 Thru 3rd Qtr.</b>
	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>			
Number of Complaints Filed	14	17	11	16	22	3	10	14
Number of Complainants	14	17	11	16	22	3	10	14
Repeat Filers	0	0	0	1	0	0	0	0

<b>Complaints by Basis</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2009 Thru 1st Qtr.</b>	<b>2009 Thru 2nd Qtr.</b>	<b>2009 Thru 3rd Qtr.</b>
<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>				
<i><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b></i>								
Race	7	12	4	6	9	2	6	9
Color	2	1	0	0	1	0	1	2
Religion	0	0	1	0	0	0	1	1
Reprisal	10	9	4	9	7	1	4	5
Sex	4	4	3	4	8	0	3	3
National Origin	3	3	0	1	4	0	1	2
Equal Pay Act	0	0	0	0	0	0	0	0
Age	2	2	2	3	4	0	0	0
Disability	4	1	5	3	6	0	0	1
Non-EEO	0	0	0	1	0	1	1	1

Complaints by Issue	Comparative Data							
	Previous Fiscal Year Data					2009 Thru 1 <sup>st</sup> Qtr.	2009 Thru 2nd Qtr.	2009 Thru 3rd Qtr.
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2004	2005	2006	2007	2008			
Appointment/Hire	0	1	0	0	0	0	0	0
Assignment of Duties	1	2	0	0	0	0	0	1
Awards	0	0	0	1	0	0	0	0
Conversion to Full-time	1	0	0	0	0	0	0	0
<b>Disciplinary Action</b>								
Demotion	0	1	0	0	0	0	0	0
Reprimand	0	0	0	1	1	0	0	0
Removal	0	0	0	0	1	0	0	0
Suspension	0	0	1	1	4	0	0	0
Other	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	1
Evaluation Appraisal	3	1	1	1	1	0	1	1
Examination/Test	0	1	0	0	0	0	0	0
<b>Harassment</b>								
Non-Sexual	3	2	4	3	6	1	4	5
Sexual	1	1	0	0	2	0	2	2
Medical Examination	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	0	1	0	0	0
Promotion/Non-Selection	3	5	4	5	4	1	2	3
<b>Reassignment</b>								
Denied	0	1	0	1	1	0	0	0
Directed	0	4	0	2	0	0	0	0
Reasonable Accommodation	1	0	2	0	3	0	0	0
Reinstatement	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	1
Termination	4	0	2	0	2	1	1	1
Terms/Conditions of Employment	1	0	0	0	2	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0
Training	0	1	0	0	0	0	0	0
Other	5	5	1	3	3	0	0	1

Processing Time	Comparative Data							
	Previous Fiscal Year Data					2009 Thru 1 <sup>st</sup> Qtr.	2009 Thru 2nd Qtr.	2009 Thru 3rd Qtr.
	2004	2005	2006	2007	2008			
Complaints pending during fiscal year	11	7	25	37	38	32	36	35
Average number of days in investigation stage	246.1	203	227.6	215.4	275.2	289.4	333.7	356.8
Average number of days in final action stage	643	134	190.4	205.1	148.8	1005	218.8	349.3
Complaint pending during fiscal year where hearing was requested	10	6	14	18	10	10	10	8
Average number of days in investigation stage	260	214	305.9	275.1	261.4	293.9	325.1	383.4
Average number of days in final action stage	722	0	41.3	188.5	17.3	1005	14	141
Complaint pending during fiscal year where hearing was not requested	1	1	11	19	28	22	26	27
Average number of days in investigation stage	116	141	253.9	147.6	309.8	278	374.7	317.6
Average number of days in final action stage	170	134	302.2	238	543	0	287	372.3

Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					2009 Thru 1 <sup>st</sup> Qtr.	2009 Thru 2nd Qtr.	2009 Thru 3rd Qtr.
	2004	2005	2006	2007	2008			
Total Complaints Dismissed by Agency	1	3	2	4	1	0	1	1
Average days pending prior to dismissal	122	78	90	122.7	184	0	154	146
<b>Complaints Withdrawn by Complainants</b>								









Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data							
	Previous Fiscal Year Data					2009 Thru 1st Qtr.	2009 Thru 2nd Qtr.	2009 Thru 3rd Qtr.
	2004	2005	2006	2007	2008			
Total complaints from previous Fiscal Years	23	20	12	13	15	33	25	19
Total Complainants	23	20	12	13	15	33	25	19
<b>Number complaints pending</b>								
Investigation	11	11	0	0	2	15	11	6
Hearing	15	7	7	7	3	9	4	5
Final Action	4	5	2	5	5	4	6	4
Appeal with EEOC Office of Federal Operations	0	0	0	0	5	5	4	4

Complaint Investigations	Comparative Data							
	Previous Fiscal Year Data					2009 Thru 1st Qtr.	2009 Thru 2nd Qtr.	2009 Thru 3rd Qtr.
	2004	2005	2006	2007	2008			
Pending Complaints Where Investigations Exceeds Required Time Frames	1	2	2	0	2	4	6	7