

DOT No FEAR reporting requirements - includes all Operating Administrations

Posted: July 26, 2004

Number of:	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Complaints	124*	105	105		334	400	517	601	581	597
Filers	121**	98	104		315	374	496	575	552	530
Repeat Filers	1	1	1		16	20	17	21	24	42

Bases	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Sex	46	33	19		98	135	209	234	194	224
Age	42	22	16		80	124	173	222	164	180
Race	37	26	21		84	142	176	166	157	169
Color	18	8	7		33	44	36	66	40	53
Disability	11	14	9		34	50	75	73	75	78
National Origin	18	33	65		116	29	59	57	48	59
Religion	8	3	2		13	10	12	15	14	22
Reprisal	43	40	27		110	180	176	182	194	209

Issues (Claims)	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Appointment/ Hire	4	4	1		9	9	7	17	11	14
Assignment of Duties	4	9	6		19	15	26	30	34	32
Awards	2	3	0		5	8	4	9	6	5
Conversion to Full Time	0	1	0		1	3	1	2	2	4
Disciplinary action										
1. Demotion	1	0	0		1	2	1	3	2	16
2. Reprimand	5	1	3		9	7	8	13	7	15
3. Suspension	8	4	1		13	10	14	19	22	15
4. Removal	0	0	0		0	0	0	0	0	0
Duty Hours	1	2	0		3	5	10	10	8	16
Evaluation/ Appraisal	3	6	1		10	14	6	16	12	16
Examination/ Test	0	0	0		0	0	2	2	3	1
Harassment/ Sexual	6	1	3		10	14	17	11	17	33
Harassment/ Non-Sexual	25	43	74		142	107	117	104	113	113
Medical Exam	0	2	0		2	1	0	2	0	0
Pay, including Overtime	5	2	1		8	13	28	77	38	53
Promotion/ Non-Selection	31	20	12		63	111	174	143	145	177

Reassignment										
Denied	1	2	1		4	15	11	11	13	16
Directed	2	5	1		8	1	16	20	16	14
Reasonable Accommodation	3	3	4		10	13	11	15	17	15
Reinstatement	1	0	1		2	1	1	1	2	1

Issues (Claims)	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Retirement	3	1	1		5	2	0	3	3	1
Termination	5	5	3		13	11	25	20	27	15
Terms/ Conditions of Employment	8	9	9		26	35	66	69	50	15
Time and Attendance	5	0	1		6	5	12	15	23	40
Training	8	5	5		18	16	25	0	29	22
Other	6	3	2		12	11	18	10	38	31

Processing Time	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Investigations	209	193	177		194	227	227	220	269	384
Final Agency Decision										
All	697	731	635		684	672	740	748	910	801
After hearing	1025	909	955		955	876	953	950	979	924
After investigation	349	356	288		326	383	482	543	838	630

Dismissals	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Number of Dismissals	31	37	18		86	206	179	224	278	296
Days pending prior to dismissal	44	44	30		41	82	89	93	104	108

Findings Of Discrimination	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
All	1	2	2		5	4	7	12	10	9
After hearing	1	1	2		4	4	7	11	7	6
Without Hearing	0	1	0		1	0	0	1	3	3

Bases - Findings Of Discrimination	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Sex	1	2	0		3	1	6	5	4	6
Age	1	1	0		2	2	0	2	1	1
Race	1	1	1		3	3	1	7	2	2
Color	1	0	0		1	0	0	2	0	0
Disability	0	1	1		2	0	0	3	1	2
National Origin	0	0	0		0	0	0	1	1	0
Religion	0	0	0		0	0	0	1	0	0
Reprisal	0	0	0		0	0	3	3	5	5

Bases - Findings Of Discrimination - Without Hearing	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Sex	0	1	0		1	1	0	1	0	3
Age	0	1	0		1	2	0	0	0	1
Race	0	0	0		0	3	0	1	1	1
Color	0	0	0		0	0	0	1	0	0
Disability	0	0	0		0	0	0	0	0	1
National Origin	0	0	0		0	0	0	0	0	0
Religion	0	0	0		0	0	0	0	0	0
Reprisal	0	0	0		0	0	0	0	2	1

Bases - Findings Of Discrimination - With Hearing	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Sex	1	1	0		2	1	6	4	4	3
Age	1	0	0		1	2	0	2	1	0
Race	1	1	1		3	3	1	6	1	1
Color	1	0	0		1	0	0	1	0	0
Disability	0	1	1		2	0	0	3	1	1
National Origin	0	0	0		0	0	0	1	1	0
Religion	0	0	0		0	0	0	1	0	0
Reprisal	0	0	0		0	0	3	3	3	4

Issues - Findings Of Discrimination	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Appointment/Hire	0	0	0		0	0	0	0	0	2
Assignment of Duties	0	0	1		1	0	0	1	0	0
Awards	0	0	0		0	0	0	1	0	0
Conversion to Full Time	0	0	0		0	0	0	0	0	0
Disciplinary action										
1. Demotion	0	0	0		0	0	0	0	0	0
2. Reprimand	0	0	0		0	0	0	0	0	0
3. Suspension	0	0	0		0	0	0	0	2	0
4. Removal	0	0	0		0	0	0	0	0	0
Duty Hours	0	0	0		0	0	0	0	0	0
Evaluation/Appraisal	0	0	0		0	0	0	1	2	0
Examination/Test	0	0	0		0	0	0	0	0	0
Harassment/Sexual	0	0	0		0	0	2	0	1	1
Harassment/Non-Sexual	1	0	0		1	0	3	3	2	5
Medical Exam	0	0	0		0	0	0	0	0	0
Pay, including Overtime	0	0	0		0	0	0	0	0	0
Promotion/Non-Selection	1	2	1		4	2	1	5	3	3

Reassignment										
Denied	0	0	1		1	0	3	1	0	0
Directed	0	0	0		0	0	0	0	0	0
Reasonable Accommodation	0	0	0		0	0	0	1	1	1
Reinstatement	0	0	0		0	0	0	0	0	0
Retirement	0	0	0		0	0	0	0	0	0
Termination	0	0	0		0	0	1	0	2	0
Terms/ Conditions of Employment	0	0	0		0	0	0	2	1	0
Time and Attendance	0	0	0		0	0	0	0	1	1
Training	0	0	0		0	1	0	0	1	0
Other	0	0	0		0	0	0	0	0	0

Issues - Findings Of Discrimination - Without Hearing	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Appointment/Hire	0	0	0		0	0	0	0	1	1
Assignment of Duties	0	0	0		0	0	0	0	0	0
Awards	0	0	0		0	0	0	0	0	0
Conversion to Full Time	0	0	0		0	0	0	0	0	0
Disciplinary action										
1. Demotion	0	0	0		0	0	0	0	0	0
2. Reprimand	0	0	0		0	0	0	0	0	0

3. Suspension	0	0	0		0	0	0	0	0	0
4. Removal	0	0	0		0	0	0	0	0	0
Duty Hours	0	0	0		0	0	0	0	0	0
Evaluation/ Appraisal	0	0	0		0	0	0	0	0	0
Examination/ Test	0	0	0		0	0	0	0	0	0
Harassment/ Sexual	0	0	0		0	0	0	0	1	1
Harassment/ Non-Sexual	0	0	0		0	0	0	0	2	2
Medical Exam	0	0	0		0	0	0	0	0	0
Pay, including Overtime	0	0	0		0	0	0	0	0	0
Promotion/ Non-Selection	0	1	0		1	0	0	0	1	1
Reassignment										
Denied	0	0	0		0	0	0	1	0	0
Directed	0	0	0		0	0	0	0	0	0
Reasonable Accommodation	0	0	0		0	0	0	0	0	0
Reinstatement	0	0	0		0	0	0	0	0	0
Retirement	0	0	0		0	0	0	0	0	0
Termination	0	0	0		0	0	0	0	0	0
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

Issues - Findings Of Discrimination - With Hearing	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Appointment/Hire	0	0	0		0	0	0	0	0	1
Assignment of Duties	0	0	1		1	0	0	1	0	0
Awards	0	0	0		0	0	0	1	0	0
Conversion to Full Time	0	0	0		0	0	0	0	0	0
Disciplinary action										
1. Demotion	0	0	0		0	0	0	0	0	0
2. Reprimand	0	0	0		0	0	0	0	0	0
3. Suspension	0	0	0		0	0	0	0	1	0
4. Removal	0	0	0		0	0	0	0	0	0
Duty Hours	0	0	0		0	0	0	0	0	0
Evaluation/Appraisal	0	0	0		0	0	0	1	1	0
Examination/Test	0	0	0		0	0	0	0	0	0
Harassment/Sexual	0	0	0		0	0	2	0	1	0
Harassment/Non-Sexual	1	0	0		1	0	3	3	2	3
Medical Exam	0		0		0	0	0	0	0	0
Pay, including Overtime	0	0	0		0	0	0	0	0	0
Promotion/Non-Selection	1	1	1		3	2	1	5	3	2

Reassignment										
Denied	0	0	1		1	0	3	0	0	0
Directed	0	0	0		0	0	0	0	0	0
Reasonable Accommodation	0	0	0		0	0	0	1	1	1
Reinstatement	0	0	0		0	0	0	0	0	0
Retirement	0	0	0		0	0	0	0	0	
Termination	0	0	0		0	0	1	0	1	0
Terms/ Conditions of Employment	0	0	0		0	0	0	2	1	0
Time and Attendance	0	0	0		0	0	0	0	1	1
Training	0	0	0		0	1	0	0	0	0
Other	0	0	0		0	0	0	0	0	0

The "*" represents cases dismissed in accordance with 29 CFR § 1614.107(a)(1).

Open Complaints As Of July 1, 2004	
Total	759
Pending Written Notification	46
Complaints Pending Investigation	141
Pending More Than 180 Days	0
Complaints Pending EEOC Hearing	393
Pending Final Agency Decision	22
Pending EEOC Appeal	157
Persons With Pending Complaints	500