

DOT No FEAR reporting requirements - Federal Aviation Administration - Only

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	112	93	97		302	357	452	559	529	547
Filers	109	86	96		283*	334	434	536	501	486
Repeat Filers	1	1	1		16**	17	14	19	23	38

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	41	29	18		61	119	184	220	173	206
Age	37	20	16		73	108	150	205	143	165
Race	32	33	21		76	121	148	150	135	148
Color	16	8	7		31	37	31	62	29	45
Disability	10	14	8		32	45	61	63	62	67
National Origin	18	26	59		103	26	53	62	44	54
Religion	8	3	2		13	9	11	14	14	22
Reprisal	36	36	26		98	160	145	166	170	184

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	3	1		8	8	6	16	7	11
Assignment of Duties	3	8	6		17	13	24	28	29	28
Awards	2	3	0		5	8	3	7	6	4
Conversion to Full Time	0	1	0		1	2	1	2	2	0
Disciplinary action										
1. Demotion	1	0	0		1	2	1	3	2	3
2. Reprimand	5	0	3		8	7	8	11	6	15
3. Suspension	8	3	1		12	9	12	19	20	15
4. Removal	0	0	0		0	0	0	0	0	0
Duty Hours	1	1	0		3	5	9	10	8	15
Evaluation/ Appraisal	2	3	1		8	11	6	14	11	14
Examination/ Test	0	0	0		0	0	2	2	3	1
Harassment/ Sexual	4	1	3		8	11	16	10	14	30
Harassment/ Non-Sexual	20	33	67		120	94	103	94	101	102
Medical Exam	0	2	0		2	1	0	2	0	0
Pay, including Overtime	5	2	1		8	11	28	77	38	50
Promotion/ Non-Selection	27	20	11		58	93	154	126	126	154
Reassignment										
Denied	1	2	1		4	14	6	11	13	16

Directed	2	5	1		8	13	14	20	13	12
Reasonable Accommodation	3	3	4		10	13	8	14	16	14
Reinstatement	1	0	1		2	1	1	0	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	2		12	10	20	16	24	13
Terms/ Conditions of Employment	8	9	8		25	29	51	68	45	37
Time and Attendance	4	0	1		5	4	9	15	22	21
Training	8	5	5		18	15	24	27	28	31
Other	6	3	2		11	9	15	10	33	22

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	210	190	179		193	216	227	213	252	371
Final Agency Decision										
All	739	747	670		714	680	757	766	905	806
After hearing	1025	935	976		976	891	971	955	993	935
After investigation	342	362	278		351	384	494	557	817	625

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	24	34	16		74	103	151	212	231	235
Days pending prior to dismissal	41	43	25		38	82	90	94	103	87

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	10	9	9
After hearing	1	1	2		4	4	7	9	7	3
Without Hearing	0	1	0		1	0	0	1	2	6

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	3	4	6
Age	1	1	0		2	2	0	1	1	1
Race	1	1	1		3	3	1	5	1	2
Color	1	0	0		1	0	0	2	0	0
Disability	0	1	1		2	0	0	2	1	2
National Origin	0	0	0		0	0	0	0	1	0
Religion	0	0	0		0	0	0	1	0	0
Reprisal	0	0	0		0	0	3	3	4	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	0	0	1	0	3
Age	0	1	0		1	0	0	0	0	1
Race	0	0	0		0	0	0	1	0	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	1	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	2	4	3
Age	1	0	0		1	2	0	1	1	0
Race	1	1	1		3	3	1	4	1	1
Color	1	0	0		1	0	0	1	0	0
Disability	0	1	1		2	0	0	2	1	1
National Origin	0	0	0		0	0	0	0	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	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	0	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	1	3	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	3	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	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

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	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	0
Pay, including Overtime	0	0	0		0	0	0	0	0	0
Promotion/ Non-Selection	1	1	1		3	2	1	3	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	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	682
Pending Written Notification	37
Complaints Pending Investigation	124
Pending More Than 180 Days	0
Complaints Pending EEOC Hearing	349
Pending Final Agency Decision	20
Pending EEOC Appeal	152
Persons With Pending Complaints	457