

DOT No FEAR reporting requirements - Federal Highway 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	0	5	1		6	7	15	7	17	19
Filers	0	5	1		6	6	15	7	17	19
Repeat Filers	0	0	0		0	1	0	0	0	0

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	0	3	0		3	3	4	1	8	5
Age	0	1	0		1	0	5	3	7	7
Race	0	0	0		2	2	6	3	7	9
Color	0	0	0		0	2	1	0	4	3
Disability	0	0	0		0	1	4	1	5	3
National Origin	0	3	1		4	1	0	0	1	0
Religion	0	0	0		0	0	1	0	0	0
Reprisal	0	2	0		2	4	8	3	8	6

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	0	0	0		0	0	1	1	2	2
Assignment of Duties	0	0	0		0	0	0	1	0	1
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	1	0		1	0	0	0	0	0
3. Suspension	0	0	0		0	0	1	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	0	0	1
Examination/ Test	0	0	0		0	0	0	0	0	0
Harassment/ Sexual	0	0	0		0	0	0	0	0	2
Harassment/ Non-Sexual	0	4	1		5	2	3	1	4	5
Medical Exam	0	0	0		0	0	0	0	0	0
Pay, including Overtime	0	0	0		0	0	0	0	0	2
Promotion/ Non-Selection	0	0	0		0	1	2	4	3	8
Reassignment										
Denied	0	0			0	1	1	0	0	0

Directed	0	0	0		0	0	0	0	1	1
Reasonable Accommodation	0	0	0		0	0	1	0	1	0
Reinstatement	0	0	0		0	0	0	0	0	0

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	0	0			0	0	0	0	0	0
Termination	0	0	0		0	1	2	1	1	1
Terms/ Conditions of Employment	0	0	0		0	2	3	0	2	1
Time and Attendance	0	0	0		0	0	0	0	0	1
Training	0	0	0		0	1	1	0	0	0
Other	0	1	0		1	1	1	0	0	0

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	371	214	0		318	238	261	246	291	358
Final Agency Decision										
All	0	346	470		428	406	705	367	1142	688
After hearing	0	0	646		646	0	783	848	1006	815
After investigation	0	346	294		320	406	551	287	1233	434

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	0	1	1		2	4	2	1	6	10
Days pending prior to dismissal	0	18	114		66	88	72	410	114	137

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	0	0	0		0	0	0	1	0	0
After hearing	0	0	0		0	0	0	1	0	0
Without Hearing	0	0	0		0	0	0	0	0	0

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	0	0	0		0	0	0	1	0	0
Age	0	0	0		0	0	0	1	0	0
Race	0	0	0		0	0	0	1	0	0
Color	0	0	0		0	0	0	0	0	0
Disability	0	0	0		0	0	0	0	0	0
National Origin	0	0	0		0	0	0	1	0	0
Religion	0	0	0		0	0	0	0	0	0
Reprisal	0	0	0		0	0	0	0	0	0

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	0	0		0	0	0	0	0	0
Age	0	0	0		0	0	0	0	0	0
Race	0	0	0		0	0	0	0	0	0
Color	0	0	0		0	0	0	0	0	0
Disability	0	0	0		0	0	0	0	0	0
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	0	0

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	0	0	0		0	0	0	1	0	0
Age	0	0	0		0	0	0	1	0	0
Race	0	0	0		0	0	0	1	0	0
Color	0	0	0		0	0	0	0	0	0
Disability	0	0	0		0	0	0	0	0	0
National Origin	0	0	0		0	0	0	1	0	0
Religion	0	0	0		0	0	0	0	0	0
Reprisal	0	0	0		0	0	0	0	0	0

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	0
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	0	0
Harassment/ Non-Sexual	0	0	0		0	0	0	0	0	0
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	0	0		0	0	0	1	0	0
Reassignment										

Denied	0	0	0		0	0	0	0	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 - 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	0	0
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	0	0
Harassment/ Non-Sexual	0	0	0		0	0	0	0	0	0
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	0	0		0	0	0	0	0	0
Reassignment										
Denied	0	0	0		0	0	0	0	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	0
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	0	0
Harassment/ Non-Sexual	0	0	0		0	0	0	0	0	0
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	0	0		0	0	0	1	0	0
Reassignment										
Denied	0	0	0		0	0	0	0	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

Open Complaints As Of July 1, 2004	
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Total	18
Pending Written Notification	2
Complaints Pending Investigation	3
Pending More Than 180 Days	0
Complaints Pending EEOC Hearing	10
Pending Final Agency Decision	2
Pending EEOC Appeal	1
Persons With Pending Complaints	7