## Departmental Offices Internal Complaint Activity Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

## Data as of October 1, 2003 - End of Third Quarter Fiscal Year 2004

**Note**: 2002 figures reflect Homeland Security divestiture period.

N/A represents data not captured at time posting or not collected in manner required, development is in progress.

COMPLAINT ACTIVITY	FY2004					
	END OF 3rd QTR	2003	2002	FISCAL YEAI 2001	2000	1999
Number of Complaints Filed in						
FY 1614.704(a)	4	9	5	5	5	3
Number of Complainants						
1614.704(b)	N/A	N/A	N/A	N/A	N/A	N/A
Repeat Filers 1614.704(c)						
	N/A	N/A	N/A	N/A	N/A	N/A

<b>4</b> <b>f</b> 5 0	PR 2003 11 0	2002 5	5 FISC/ 2001 4	AL YEA 2000	R 1999
5 0		_	<b>2001</b> 4	<b>2000</b>	1999
5	11 0	5	4	1	0
0	0	Δ			0
2		0	0	0	0
3	0	0	0	0	0
3	1	3	2	1	1
3	6	5	4	3	0
3	0	4	2	1	4
4	9	6	3	2	0
6	6	5	0	1	3
0	0	0	0	0	0
	3 3 4 6 0	3 6 3 0 4 9 6 6 0 0	3 6 5   3 0 4   4 9 6   6 6 5   0 0 0	3 6 5 4   3 0 4 2   4 9 6 3   6 6 5 0   0 0 0 0	3 6 5 4 3   3 0 4 2 1   4 9 6 3 2

Note: Data not collected by Color - Color included in basis "Race"

29 CFR §1614.704(e	e)	29 CFR §1614.705 COMPARATIVI DATA									
COMPLAINTS BY ISSUE	FY2004 END OF										
	3rd QTR	2003	2002	2001	2000	1999					
Appointment/Hire	0	0	0	0	0	0					
Assignment of Duties	4	9	4	3	0	0					
Awards	0	3	0	0	0	0					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	0	0	0	0	0	0					
Reprimand	0	2	0	0	0	0					
Suspension	3	0	0	0	0	0					

Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	7	6	0	1	0	1
Examination/Test	0	0	0	0	0	0
Harrasment						
Non-Sexual	3	3	9	5	0	2
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	4	8	9	2	5	0
Reassignment						
Denied	0	2	0	0	0	0
Directed	0	0	0	0	0	2
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	2
Termination	0	0	0	0	0	0
Terms/Conditions of						
Employment	3	2	3	6	1	1
Time and Attendance	0	0	0	0	3	0
Training	3	0	2	0	0	0
Other	0	0	0	0	0	0

29 CFR §1614.704(f)		
Processing Time "post the average length of time it takes to complete each step of the	2004 END (	OF 3rd QTR
process for every complaint that is pending during any time of the then fiscal year"	NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	2	186.00
All complaints pending in Final Agency Action	0	0.00
All complaints pending in which Hearing was not		
requested	0	0.00
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A
All complaints pending in which a Hearing was		
requested	7	653.29
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

29 CFR §1614.704(g	))		§1614. [ EVIOUS	DATA	_	
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 3rd QTR	2003	1999			
Total Complaints Dismissed by Agency	1	2	2	0	0	2

Average days pending prior to						
dismissal	136.00	520.00	312.00	0.00	0.00	296.50

29 CFR §1614.70	04(h)		2	29 CFR	§161	4.705 C	OMP	ARA	τινε	DAT	Ά	
TOTAL AGENCY ACTIONS	200	94			PREV	IOUS FI	SCA	L YE	AR			
INVOLVING	3rd C	2TR	200	)3	20	002	20	01	20	00	19	99
DISCRIMINATION	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(h)(1)	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing 704(h)(2)	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing 704(h)(3)	0	0	0	0	0	0	0	0	0	0	0	0

29 CFR §1614.70	94(i)		2	29 CFR	§161	4.705 C	OMP	ARA	TIVE	DAT	Α		
FINDINGS OF	200	4			PREV	IOUS F	ISCA	L YE	AR				
DISCRIMINATION	3rd C	2TR	200	3	20	002	2001 2000				1999		
RENDERED BY BASIS	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
704(i)(1)	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A					N/A	
Color	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Religion	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Sex (include Equal Pay Act)													
	N/A	N/A	N/A	N/A	N/A				N/A				
Disability	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A			N/A		N/A	
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Number Findings Rendered													
Without Hearing 704(i)(2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A					N/A	
Color	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Religion	N/A	N/A	N/A	N/A	N/A			N/A		N/A		N/A	
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				N/A	
Sex (include Equal Pay Act)	N/A	N/A	N/A	N/A	N/A	N/A			N/A			N/A	
Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Number Findings Rendered													
After Hearing 704(i)(3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Race	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		N/A	
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A				N/A	N/A	
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Sex (include Equal Pay Act)	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A			N/A	
Disability	N/A	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Age	N/A	N/A	N/A	N/A	N/A		-		N/A			-	
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A			N/A		N/A		
περιτσαι				1 1/ / 7	11/77		1 1/ / ٦	11//1	11//17			1 1/ / 1	

29 CFR §1614.70	04(j)		4	29 CFR	§161	4.705 C	OMP	ARA	TIVE	DA	ГА	
FINDINGS OF	200	4										
	END	OF			PREV	IOUS F	ISCA		AR			
DISCRIMINATION RENDERED BY ISSUE	3rd C	2TR	200	)3	20	002	20	01	20	00	19	999
REINDERED BY ISSUE	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	N/A	N/A	N/A	N/A	N/A	N/A		N/A				N/A
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A			N/A			N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A			N/A			N/A
Awards	N/A	N/A	N/A	N/A	N/A	N/A						N/A
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A			N/A			N/A
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A			N/A			N/A
Demotion	N/A	N/A	N/A	N/A	N/A	N/A				N/A		N/A
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A				N/A		N/A
Suspension	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Removal	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A			N/A			N/A
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A						N/A
Harassment	N/A	N/A	N/A	N/A	N/A	N/A			N/A			N/A
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A						N/A
Sexual	N/A	N/A	N/A	N/A	N/A	N/A						N/A
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A						N/A
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Denied	N/A	N/A	N/A	N/A	N/A	N/A						N/A
Directed	N/A	N/A	N/A	N/A	N/A	N/A				N/A		N/A
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A				N/A		N/A
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A				N/A		N/A
Retirement	N/A	N/A	N/A	N/A	N/A	N/A					N/A	N/A
Termination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of												
Employment	N/A	N/A	N/A	N/A	N/A							N/A
Time and Attendance	N/A	N/A	N/A	N/A	N/A			N/A				
Training	N/A	N/A	N/A	N/A	N/A							N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Findings Without Hearing												
704(j)(2)	N/A	N/A	N/A	N/A	N/A			N/A				
Appointment/Hire	N/A	N/A	N/A	N/A	N/A			N/A				
Assignment of Duties	N/A	N/A	N/A	N/A	N/A							N/A
Awards	N/A	N/A	N/A	N/A	N/A			N/A				
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A		N/A		N/A			
Disciplinary Action	N/A	N/A	N/A	N/A	N/A		N/A		N/A			
Demotion	N/A	N/A	N/A	N/A	N/A	N/A		N/A				
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A			N/A			
Suspension	N/A	N/A	N/A	N/A	N/A	N/A			N/A			
Removal	N/A	N/A	N/A	N/A	N/A	N/A		N/A				
Other	N/A	N/A	N/A	N/A	N/A	N/A		N/A				
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A			N/A			
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A			N/A				
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A		N/A				
Harassment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Non-Sexual	N/A N/	A N/A									
Sexual	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Medical Examination	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	'A N/A
Promotion/Non-Selection	N/A N/	'A N/A									
Reassignment	N/A	N/A	N/A	N/A	N/A		N/A		N/A	N/A N/	
Denied	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Directed	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Reinstatement	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Retirement	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Termination	N/A N/	'A N/A									
Terms/Conditions of											
Employment	N/A N/	A N/A									
Time and Attendance	N/A	N/A	N/A	N/A	N/A		N/A				
Training	N/A	N/A	N/A	N/A	N/A	-	N/A			N/A N/	
Other	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Findings After Hearing											
704(j)(3)	N/A N/	A N/A									
Appointment/Hire	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Assignment of Duties	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Awards	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Disciplinary Action	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Demotion	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Reprimand	N/A	N/A	N/A	N/A	N/A		N/A			N/A N/	
Suspension	N/A N/	'A N/A									
Removal	N/A N/	'A N/A									
Other	N/A N/	'A N/A									
Duty Hours	N/A N/	A N/A									
Evaluation/Appraisal	N/A N/	'A N/A									
Examination/Test	N/A N/	'A N/A									
Harassment	N/A N/	'A N/A									
Non-Sexual	N/A N/	'A N/A									
Sexual	N/A N/	'A N/A									
Medical Examination	N/A N/	'A N/A									
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A					N/A N/	
Promotion/Non-Selection	N/A N/	'A N/A									
Reassignment	N/A N/	'A N/A									
Denied	N/A N/	'A N/A									
Directed	N/A N/	'A N/A									
Reasonable Accommodation	N/A N/	'A N/A									
Reinstatement	N/A N/	'A N/A									
Retirement	N/A N/	'A N/A									
Termination	N/A N/	'A N/A									
Terms/Conditions of			1							1	
Employment	N/A N/	'A N/A									
Time and Attendance	N/A N/	'A N/A									
Training	N/A N/	'A N/A									
Other	N/A N/	'A N/A									

29 CFR §1614.704(k	()	29 CFR	§1614.	705 CC	OMPAR	ATIVE
COMPLAINTS PENDING	2004	PR	REVIOUS	6 FISC	AL YEA	R
FROM PREVIOUS FISCAL	END OF	2003	2002	2001	2000	1000
YEARS BY STATUS	3rd QTR	2003	2002	2001	2000	1999

Total complaints from previous fiscal years 704(k)(1)	10	N/A	N/A	N/A	N/A	N/A		
Total Complainants 704(k)(1)	N/A			N/A	N/A			
Number complaints pending [as of 9/30]:								
Investigation	2	N/A	N/A	N/A	N/A	N/A		
ROI issued, pending								
Complainant's action	0	N/A	N/A	N/A	N/A	N/A		
Hearing	7	N/A	N/A	N/A	N/A	N/A		
Written notice	N/A	N/A	N/A	N/A	N/A	N/A		
Final Agency Action	0	N/A	N/A	N/A	N/A	N/A		

29 CFR §1614.704(I)		29 CFR §1614.705 COMPARATIVE						
COMPLAINT	2004 END OF	PREVIOUS FISCAL YEAR						
INVESTIGATIONS	3rd QTR	2003	2002	2001	2000	1999		
Number Pending Completion of Investigation	2	N/A	N/A	N/A	N/A	N/A		
Pending Investigations Beyond Authorized Time Frames								
	0	N/A	N/A	N/A	N/A	N/A		

This page was last modified on July 20, 2004.