Financial Management Service 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.

	FY2004	COMPARATIVE DATA									
COMPLAINT ACTIVITY	END OF										
	3rd QTR	2003	2002	2001	2000	1999					
Number of Complaints Filed in											
FY 1614.704(a)	11	15	16	8	18	25					
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					

29 CFR §1614.704(d)	29 CFR §1614.705 COMPARATIVE DATA									
COMPLAINTS BY BASIS	FY2004 END OF	PREVIOUS FISCAL YEAR									
	3rd QTR	2003	2002	2001	2000	1999					
Race	7	8	19	3	14	17					
Color	0	0	0	0	0	0					
Religion	0	0	0	1	0	5					
National Origin	0	3	1	0	2	9					
Sex (including complaints											
filed under Equal Pay Act)	10	21	20	3	12	17					
Disability	4	1	10	7	8	13					
Age	7	9	13	2	10	13					
Reprisal	10	23	6	4	16	16					
Non-EEO	0	0	0	0	0	0					
Note: Data not collected by Co	include	d in ba	sis "Rac	e"							

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

29 CFR §1614.704(e)	29 CFR §1614.705 COMPARATIVE DATA								
COMPLAINTS BY ISSUE	FY2004 END OF	PREVIOUS FISCAL YEAR								
COMPLAINTS DT 1550L	3rd QTR	2003	2002	2001	2000	1999				
Appointment/Hire	0	0	0	0	0	3				
Assignment of Duties	3	11	14	2	3	5				
Awards	0	0	0	0	1	0				
Conversion to Full-time	0	0	0	0	0	0				
Disciplinary Action										
Demotion	0	0	0	0	0	0				
Reprimand	0	3	0	0	0	0				

Suspension	0	2	0	0	0	4
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	2	0	0	0	0
Evaluation Appraisal	8	13	9	1	6	11
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	5	5	4	10	5
Sexual	0	1	2	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	7	10	13	1	22	27
Reassignment						
Denied	0	0	0	0	0	4
Directed	0	6	4	2	0	2
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	4	0	5	0	0	0
Termination	0	1	4	2	0	12
Terms/Conditions of						
Employment	9	6	10	8	15	12
Time and Attendance	0	4	1	0	3	1
Training	0	1	2	0	2	3
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	2004 END OF 3rd QTR							
the process for every complaint that is								
pending during any time of the then fiscal	NUMBER	AVERAGE						
year"	NOMBER	DAYS						
All complaints pending in Investigative Stage	4	125.67						
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	5	524.20						
Time in Investigation Stage	N/A	N/A						
Time to issue Final Agency Action	N/A	N/A						

29 CFR §1614.704(29 CFR §1614.705 COMPARATIVE DATA PREVIOUS FISCAL YEAR						
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 3rd QTR	2003	2002	2001	2000	1999	

Total Complaints Dismissed						
by Agency	0	4	3	4	4	7
Average days pending prior						
to dismissal	0.00	43.50	61.33	285.25	80.50	108.86

29 CFR §1614.704(h)				29 CFR	§1614	4.705 C	OMP	ARA	ΓΙ VE	DAT	A		
TOTAL AGENCY ACTIONS	2004		PREVIOUS FISCAL YEAR										
INVOLVING	3rd QT	R	20	03	20	002	20	01	2000		19	99	
DISCRIMINATION	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
704(h)(1)	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0	

29 CFR §1614.70	94(i)		29 CFR §1614.705 COMPARATIVE DATA									
FINDINGS OF	2004				PREV	IOUS F	ISCA	AL YE	AR			
DISCRIMINATION	3rd QT	R	20	2003 2002			2001 200			00 199		99
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	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	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
Religion	N/A	N/A	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	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												
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		
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	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	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	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	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	N/A	N/A	N/A

| Disability | N/A |
|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Age | N/A |
| Reprisal | N/A |

29 CFR §1614.70	04(j)		29 CFR §1614.705 COMPARATIVE DATA									
FINDINGS OF DISCRIMINATION	2004 END 0	F			PREV	IOUS F	ISCA	AL YE	AR			
RENDERED BY ISSUE	3rd QT		20	03	20	02	20	01	20	00	19	99
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	N/A	N/A	N/A	N/A	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	N/A		N/A	
Assignment of Duties	N/A	N/A	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	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	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	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	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	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	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
Duty Hours	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A
Examination/Test	N/A	N/A	N/A	N/A	N/A	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	N/A	N/A	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	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	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	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	N/A	N/A
Reassignment	N/A	N/A	N/A	N/A	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	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	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	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	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	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			N/A		
Time and Attendance	N/A	N/A	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		
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	N/A	N/A		N/A		
Appointment/Hire	N/A	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		
Awards	N/A	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		
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	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	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		
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	
Examination/Test	N/A	N/A	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	
Non-Sexual	N/A	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	N/A			N/A	
Medical Examination	N/A	N/A	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		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			N/A	
Denied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			N/A	
	N/A N/A	N/A	N/A	N/A	N/A		N/A		N/A			
Directed						N/A		N/A				
Reasonable Accommodation	N/A	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	<u>N/A</u>	N/A	N/A	N/A			N/A	
Retirement	N/A	N/A	N/A	N/A	<u>N/A</u>	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	N/A			N/A	
Time and Attendance	N/A	N/A	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/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 After Hearing												
704(j)(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
Appointment/Hire	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A	N/A
Awards	N/A	N/A	N/A	N/A	N/A	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	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	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	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	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	
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			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			N/A	
Sexual	N/A	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			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	
			N/A		N/A							
Reassignment	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			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	<u>N/A</u>		N/A	N/A			N/A	
Reinstatement	N/A	N/A	N/A	N/A	<u>N/A</u>		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				N/A	
Time and Attendance	N/A	N/A	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/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

29 CFR §1614.704(k)		29 CFR §1614.705 COMPARATIVE DATA							
COMPLAINTS PENDING FROM PREVIOUS FISCAL YEARS BY STATUS	2004 END OF 3rd QTR	PREVIOUS FISCAL YEAR							
TLAKS BY STATUS		2003	2002	2001	2000	1999			
Total complaints from									
previous Fiscal Years									
704(k)(1)	18	N/A	N/A	N/A	N/A	N/A			
Total Complainants									
704(k)(2)	N/A	N/A	N/A	N/A	N/A	N/A			
Number complaints pending [as of 9/30]:									
704(k)(3)									
Investigation	4	N/A	N/A	N/A	N/A	N/A			
ROI issued, pending									
Complainant's action	1	N/A	N/A	N/A	N/A	N/A			
Hearing	5	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 DATA						
COMPLAINT	2004 END OF	PREVIOUS FISCAL YEAR						
Investionations	3rd QTR	2003	2002	2001	2000	1999		
Number Pending Completion of Investigation	4	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.