Office of the Inspector General 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			RATIVE DA S FISCAL Y		
	3rd QTR	2003	2002	2001	2000	1999
Number of Complaints Filed in						
FY 1614.704(a)	1	4	6	11	11	19
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	PR	REVIOL	AL YE	AR				
	3rd QTR	2003	2002	2001	2000	1999			
Race	1	2	4	2	10	16			
Color	0	0	0	0	0	0			
Religion	0	0	0	0	1	4			
National Origin	0	9	2	0	1	15			
Sex (including complaints filed									
under Equal Pay Act)	0	9	1	3	3	21			
Disability	0	0	1	0	0	4			
Age	0	9	4	5	5	22			
Reprisal	1	10	4	6	10	28			
Non-EEO	0	0	0	0	0	0			

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	PF	REVIOU	JS FISC	FISCAL YEAR				
COMPLAINTS BY ISSUE	3rd QTR	2003	2002	2001	2000	1999			
Appointment/Hire	0	0	2	0	0	0			
Assignment of Duties	0	4	3	0	2	11			
Awards	0	4	3	0	0	5			
Conversion to Full-time	0	0	0	0	0	0			
Disciplinary Action									

Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	1	6
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2	4	0	3	2	18
Examination/Test	0	0	0	0	0	0
Harrasment						
Non-Sexual	0	6	0	2	7	10
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	13	4	9	7	16
Reassignment						
Denied	0	4	0	0	0	5
Directed	0	0	0	0	3	4
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Termination	0	0	0	0	0	0
Terms/Conditions of						
Employment	0	4	4	2	6	22
Time and Attendance	0	0	0	0	1	10
Training	0	0	0	0	0	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 the process for every complaint that is	2004 END C	
pending during any time of the then fiscal year"	NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	1	237.00
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	6	1,078.17
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

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

Total Complaints Dismissed by						
Agency	1	1	1	6	2	4
Average days pending prior to						
dismissal	294.00	47.00	93.00	387.17	73.50	42.75

29 CFR §1614.70	29 CFR §1614.704(h)				R §16	14.70	5 CO	MPAF	RATI	VE DA	ГА	
TOTAL AGENCY ACTIONS	2004 3rd QTR				PRE	EVIOUS	S FIS	CAL '	YEAF	₹		
INVOLVING			20	2003 2002			2001		2000		1999	
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 §1614.704	4(i)			29 CF	R §16	14.70	5 CO	MPAI	RATI	VE DA	ГА	
FINDINGS OF	2004	4			PRE	EVIOUS	S FIS	CAL	YEAF	2		
DISCRIMINATION	3rd Q	TR	2003		2002		20	01	2000		19	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
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
Religion	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)	D1 / A	N1 / A	N. / A	N. / A	N. / A	N1 / A	N1 / A	N1 / A	N. / A	D1 / O	N. / A	N1 / 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
Age	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
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
Religion	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	NI/A	N/A	NI/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
Disability	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
Reprisal	IV/ A	IN/ A	IN/ A	IV/ A	IN/ A	IN/ A	IN/ A	IN/A	IN/ A	IN/ A	IV/A	IN/ A
Number Findings Rendered	N1 / A	N1 / A	N1 / A	N1 / A	N1 / A	N1 / A	N 1 / A	N1 / A	N1 / A	NI/A	N 1 / A	N1 / A
After Hearing 704(i)(3)	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
Religion	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	4(j)		29 CFR §1614.705 COMPARATIVE DATA										
FINDINGS OF DISCRIMINATION	200 END (PRI	EVIOU	S FIS	SCAL	YEAI	2			
RENDERED BY ISSUE	3rd Q	TR	20	003	20	02	20	01	2	000	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	
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		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	
Demotion	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	
Suspension	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	
Other	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	
Evaluation/Appraisal	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	
Harassment	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	
Sexual	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	
Pay (Including Overtime)	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	
Denied	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	
Reasonable Accommodation	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	
Retirement	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	N1 / A	N. / A	N. / A	N. / A	N. / A	N. / A	N 1 / A	N 1 / A	N 1 / A	N. / A	N. / A	N. / A	
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	N/A	
Training	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	
Findings Without Hearing	NI/A	N1 / A	N1 / A	N1 / A	N1 / A	N1 / A	N1 / A	NI/A	NI/A	NI/A	N1 / A	NI/A	
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	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		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	N/A	N/A	N/A	N/A	

	N1 / A	N 1 / A	N 1 / A	N1 / A	N 1 / A	NI/A NI/A I	NI/AL NI/A	N 1 / A	NI/A	N I / 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	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	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 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 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
	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 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
	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 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
	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 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	N/A
Duty Hours										
Evaluation/Appraisal	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
Harassment	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
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
Promotion/Non-Selection	N/A	N/A	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
Directed	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
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	T		T		T				I	
Employment	N/A	N/A	N/A	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 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 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	2004 END OF 3rd QTR	PREVIOUS FISCAL YEAR					
YEARS BY STATUS		2003	2002	2001	2000	1999	
Total complaints from previous							
Fiscal Years 704(k)(1)							
	7	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	1	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	6	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						
INVESTIGATIONS	3rd QTR	2003	2002	2001	2000	1999		
Number Pending Completion of Investigation	1	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		

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