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 Fourth 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	COMPARATIVE DATA PREVIOUS FISCAL YEAR									
	4th 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	PREVIOUS FISCAL YEAR								
	4th 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	PREVIOUS FISCAL YEAR							
	4th 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			

I Communication to First times	ol	ol	0	l 0	l o	l o
Conversion to Full-time Disciplinary Action	U	U	U	U	0	U
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 (OF 4th QTR
pending during any time of the then fiscal vear"	NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	1	329.00
All complaints pending in Final Agency Action	1	644.00
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	1,275.40
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

	29 CFR §1614.705 COMPARATIVE
29 CFR §1614.704(g)	PREVIOUS FISCAL YEAR

COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 4th QTR	2003	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 §161	14.705 (СОМР	PARA	TIVE	DATA		
TOTAL AGENCY ACTIONS	200	2004 PREVIOUS FISCAL YEAR										
INVOLVING	4th Q	TR	20	03	20	02	20	01	2000	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	4(i)			29 CI	FR §161	4.705	СОМР	PARA	TIVE	DATA	١	
FINDINGS OF	2004	4			PRE	/IOUS I	FISCA	L YE	AR			
DISCRIMINATION	4th Q	TR	20	03	20	02	20	01	20	00	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
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
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
Race	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
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
Dischilling		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	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	N/A	N/A	N/A
Reprisal	IN/A	IN/A	IV/A	IV/A	IN/A	IN/A	IV/A	IV/A	IV/A	IN/A	IN/A	IV/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											
Color	N/A											
Religion	N/A											
National Origin	N/A											
Sex (include Equal Pay Act)												
	N/A											
Disability	N/A											
Age	N/A											
Reprisal	N/A											

29 CFR §1614.70	4(j)			29 CI	FR §161	4.705	СОМР	'ARA	TIVE	DATA	١	
FINDINGS OF DISCRIMINATION	200 END (PRE	/IOUS I	FISCA	L YE	AR			
RENDERED BY ISSUE	4th Q	TR	20		20		20		20		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
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
Appointment/Hire	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
Awards	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
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
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
Training	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
Findings Without Hearing												
704(j)(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

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	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	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	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
Terms/Conditions of	14,71	, , ,	11771	14//1	14771	14,71		14771	14//1	1 47 7 1		
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
Training	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
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
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
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		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	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
Suspension	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
Other	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
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
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	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	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) 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	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
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		N/A	N/A	N/A
Denied Discostant												
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											
Reinstatement	N/A											
Retirement	N/A											
Termination	N/A											
Terms/Conditions of												
Employment	N/A											
Time and Attendance	N/A											
Training	N/A											
Other	N/A											

29 CFR §1614.704(k)			29 CFR §1614.705 COMPARATIVE DATA							
COMPLAINTS PENDING FROM PREVIOUS FISCAL	2004 END OF 4th 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	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	1	N/A	N/A	N/A	N/A	N/A				

29 CFR §1614.704(I)			29 CFR §1614.705 COMPARATIVE DATA							
	2004	PREVIOUS FISCAL YEAR								
COMPLAINT INVESTIGATIONS	END OF									
INVESTIGATIONS	4th 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	1	N/A	N/A	N/A	N/A	N/A				

This page was last modified on October 18, 2004.