



Equal Employment Opportunity Data Posted Pursuant to the *No Fear Act*

Pursuant to Section 301 of the Section 301 of the [Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002](#) (the No Fear Act), the NRC has posted [summary statistical data](#) pertaining to complaints of employment discrimination filed by employees, former employees and applicants for employment under [29 CFR Part 1614](#). The specific data posted is described in section 301(b) of the Act and 29 CFR 1614.704.



NRC Discrimination Complaint Activity FY 1999 - End of 4th Quarter FY 2004

29 CFR § 1614.704(a) - (c)		29 CFR § 1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	FY 2004 end of 4thQtr	2003	2002	2001	2000	1999
Number of Complaints Filed in FY 1614.704(a)	12	9	15	15	16	16
Number of Complainants 1614.704(b)	12	8	12	15	15	16
Repeat Filers 1614.704(c)	0	1	3	0	1	0

29 CFR § 1614.704(d)		29 CFR § 1614.705 Comparative Data Previous Fiscal Year Data				
Complaint by Basis	FY 2004 End of 4thQtr	2003	2002	2001	2000	1999
Race	3	3	7	7*	7*	7*
Color	1	1	1	-	-	-
Religion	0	0	1	1	3	0
National Origin	4	2	3	3	3	4
Sex (including complaint filed under Equal Pay Act)	3	2	5	5	10	5
Disability	1	0	4	4	1	5
Age	7	4	6	5	7	4
Reprisal	5	4	7	8	6	5
Other	0	0	0	0	0	0

*-Data not collected by Color- Color included in basis "Race/Color"

29 CFR § 1614.704(e)		29 CFR § 1614.705 Comparative Data Previous Fiscal Year Data				
Complaint by Issue	FY 2004 End of 4th Qtr	2003	2002	2001	2000	1999
Appointment/Hire	0	1	0	0	1	1
Assignment of Duties	4	4	3	7	11	4
Awards	2	0	1	3	4	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	1
Suspension		0	0	0	0	0
Removal	0	1	0	0	0	1
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	4	4	5	6	12	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	4	3	5	9	4
Sexual	1	0	0	1	2	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	0
Promotion/Non-Selection	11	0	7	6	10	8
Reassignment						
Denied	0	0	0	1	2	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	1	5	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Termination	0	1	0	3	1	0
Terms/Conditions of Employment	0	0	1	3	2	0
Time and Attendance	2	0	2	3	5	2
Training	4	1	2	0	4	2
Other	1	0	8	0	0	5

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 pending during any time of the then fiscal year..."		2004 end of 4th Qtr.	
		Number	Average Days
All complaints pending in Investigative State	1614.704(f)(1)	4	106
All complaints pending in Final Agency Action Stage		0	0
All complaints pending in which Hearing was not requested	1614.704(f)(2)	1	7
Time in Investigation Stage		85	85
Time to issue Final Agency Action		7	7
All complaints pending in which a Hearing was requested	1614.704(f)(3)	2	814.50
Time in Investigation Stage		2	160.5
Time to issue Final Agency Action		0	0

29 CFR § 1614.704(g)		29 CFR § 1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Dismissed by Agency Pursuant to 1614.107(a)	FY 2004 End of 4th Qtr	2003	2002	2001	2000	1999
Total Complaints Dismissed by Agency	0	4	2	2	0	0
Average days pending prior to dismissal	0	995.0	128.5	77.5	0	0

29 CFR § 1614.704(h)		29 CFR § 1614.705 Comparative Data Previous Fiscal Year Data										
Total Final Agency Actions Finding Discrimination	FY 2004 End of 4th Qtr		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 1614.704(h)(1)	0		0		0		0		0		0	
Without Hearing 1614.704(h)(2)	0		0		0		0		0		0	
With Hearing 1614.704(h)(3)	1	100	0		0		0		0		0	

29 CFR § 1614.704(k)		29 CFR § 1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Pending From Previous Fiscal Years by Status	FY 2004 End of 4th Qtr	2003	2002	2001	2000	1999
Total complaints from previous Fiscal Years 1614.704(k)(1)	11	22	22	19	13	12
Total Complainants 1614.704(k)(2)	11	8	12	15	13	12
Number complaints pending 1614.704(k)(3)						
Investigation	4	2	3	5	6	2
ROI issued, pending Complainant's action	0	0	3	6	1	1
Hearing	2	4	6	2	0	2
Final Agency Action	1	1	0	2	1	1
Appeal with EEOC Office of Federal Operations	2	1	0	2	2	6

29 CFR § 1614.704(l)		29 CFR § 1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Investigations	FY 2004 End of 4th Qtr	2003	2002	2001	2000	1999
Number Pending Completion of Investigation	2	7	8	12	7	3
Pending Investigations Over Required Time Frames	2	1	1	5	4	0