

## 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 4<sup>rd</sup> 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 § 1614.70	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- Col	or included in basis "l	Race/Color"		•		-		

29 CFR § 1614.704	<u>(e)</u>	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 t	•	2004 end	of 4th Qtr.
process for every complaint that is pending during any time	of the then fiscal year"	Number	Average Days
All complaints pending in Investigative State	<u>1614.704(f)(1)</u>	4	106
All complaints pending in Final Agency Action Stage		0	0
All complaints pending in which Hearing was not requested	<u>1614.704(f)(2)</u>	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	9 CFR § 161 Previou	4.705 Coi is Fiscal Y		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)				2				705 Co Fiscal				
Total Final Agency Actions Finding Discrimination	FY 2004 End of 4th Qtr		20	03	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 <u>1614.704(h)(3)</u>	1	100	0		0		0		0		0	

29 CFR § 1614.704(i)				2	9 CF	R <b>§</b> 1 Previ	614. ous	705 Co Fiscal	ompa Year	rative Data	Data	
Findings of Discrimination Rendered by Basis	FY 2 End of		2003 2003		002		2001		2000		999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 1614.704(i)(1)	1		0		0		0		0		0	
Number of Finds Rendered Without Hearing 1614.704(i)(2)	1		0		0		0		0		0	
Number of Finds Rendered After Hearing 1614.704(i)(3)	0		0		0		0		0		0	
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Sex (include Equal Pay Act)	0		0		0		0		0		0	
Disability	1	100	0		0		0		0		0	
Age	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	

29 CFR <b>§</b> 1614.704(j)					29 C	FR <b>§</b>	1614 vious	.705 Co Fiscal	ompar Year I	ative Da	ata	
Findings of Discrimination Rendered by Issue	FY 2 End of		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 1614.704(j)(1)	1		0		0		0		0		0	
Findings Without Hearing 1614.704(j)(2)	1		0		0		0		0		0	<u> </u>
Findings After Hearing 1614.704(j)(3)	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0	
Demotion	0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		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	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment	0		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0	
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		0		0		0		0		0	
Reassignment	0		0		0		0		0		0	
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	1	100	0		0		0		0		0	
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0	
Training	0		0		0		0		0		0	
Other	0		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(I)	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	