

Department of State - NO FEAR REPORT (data as of June 30, 2004)																											
Data to be posted	Current FY					2003	2002	2001	2000	1999																	
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals																	
Number of:																											
Complaints	17	17	23		57	76	55	48	59	61																	
Class	0	0	0		0	0	0	0	0	0																	
Mixed-Case	0	0	0		0	0	0	0	0	0																	
Complainants (Filers)	17	17	23		57	75	55	48	59	54																	
Repeat Filers	0	0	0		0	1	1	0	0	6																	
Bases of a Complaint																											
Data to be posted	Current FY					2003	2002	2001	2000	1999																	
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals																	
1. Male	1	1	5		7	15	10	9	9	9																	
2. Female	5	7	5		17	22	41	14	17	21																	
Age	2	8	6		16	22	15	9	9	10																	
Race	3	10	12		25	28	62	23	28	31																	
1. Amer. Indian/ Alaskan Native	0	0	0		0	0	0	1	0	0																	
2. Asian/ Pacific Islander	0	1	3		4	5	5	2	6	2																	
3. Black	1	9	7		17	19	40	15	17	27																	
4. White	2	0	2		4	4	17	5	5	2																	
Color	0	3	5		8	6	23	0	0	0																	
Disability	3	5	7		15	29	24	9	10	13																	
1. Mental	0	2	1		3	2	13	4	4	4																	
2. Physical	3	3	6		12	27	11	5	6	9																	
National Origin	4	1	7		12	15	16	6	11	10																	
1. Hispanic	2	1	2		5	4	1	2	2	2																	
2. Other	2	0	5		7	11	15	4	9	8																	
Religion	4	0	0		4	5	8	2	6	1																	
Reprisal	8	8	13		29	34	54	19	15	25																	
Issues Raised in a Complaint																											
Data to be posted	Current FY					2003	2002	2001	2000	1999																	
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals																	
Appointment/Hire	4	6	2		12	16	10	5	10	0																	
Assignment of Duties	0	0	0		0	1	6	10	0	8																	
Awards	0	0	0		0	0	2	0	0	0																	
Conversion to Full Time	0	0	0		0	0	0	0	0	0																	
Disciplinary action	1	3	3		7	0	3	4	0	1																	
1. Demotion	0	0	0		0	0	0	0	0	0																	
2. Reprimand	0	0	2		2	0	2	0	0	0																	
3. Suspension	1	1	1		3	0	0	1	0	1																	
4. Removal	0	0	0		0	0	1	0	0	0																	
5. AWOL	0	1	0		1	0	0	1	0	0																	
6. Letter of Warning	0	1	0		1	0	0	2	0	0																	
Duty Hours	0	0	0		0	0	0	1	5	0																	
Equal Pay Violation	0	0	0		0	0	0	0	0	0																	
Evaluation/ Appraisal	1	2	6		9	4	7	9	5	12																	
Examination/ Test	0	0	0		0	1	1	0	0	0																	
Harassment	4	7	7		18	5	29	32	2	18																	
1. Non-sexual	3	7	7		17	0	24	30	2	15																	
2. Sexual	1	0	0		1	5	5	2	0	3																	
Medical Exam	0	0	0		0	3	2	0	0	0																	
Pay, including Overtime	0	0	0		0	0	0	0	0	0																	
Promotion/ Non-Selection	1	8	10		19	19	7	14	33	52																	
Reassignment	2	0	0		2	0	7	5	0	2																	
1. Denied	1	0	0		1	0	5	2	0	2																	
2. Directed	1	0	0		1	0	2	3	0	0																	
Reasonable Accommodation	0	1	0		1	1	5	0	1	3																	
Reinstatement	0	0	0		0	0	0	0	0	0																	
Retirement	0	0	0		0	0	0	0	0	0																	
Termination	1	1	1		3	5	5	3	7	0																	
Terms/ Conditions of Employment	4	1	0		5	33	6	4	27	16																	
Time and Attendance	1	1	0		2	1	7	3	0	1																	
Training	0	0	3		3	0	1	4	0	4																	
Other	1	0	1		2	0	4	3	14	3																	
1. Reclassification	0	0	1		1	0	0	0	5	0																	
2. Hostile Work Environment	1	0	0		1	0	0	0	9	0																	
3. Forced Resignation	0	0	0		0	0	1	0	0	0																	
4. Job Not Classified	0	0	0		0	0	1	0	0	0																	
5. Denied Housing at Post	0	0	0		0	0	1	0	0	0																	
6. Selected out of Foreign Service	0	0	0		0	0	1	0	0	0																	
7. Leave Donor Program	0	0	0		0	0	0	1	0	0																	
8. Non EEO issue	0	0	0		0	0	0	2	0	3																	
9. Travel	0	0	0		0	0	0	1	0	0																	
Processing Time - Average Days (All Open Complaints)																											
Data to be posted	Current FY					2003	2002	2001	2000	1999																	
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals																	
Investigations#	12	614	512	10	467	12	786	65.5	22	1081	49.1	45	8930	198.2	62	24238	392	41	28719	700.5	25	13593	544	24	14103	588	
Final Actions by an Agency	5	127	25.4	1	8	0.125	4	109	27.25	6	135	22.5	65	25805	397	35	20562	587	25	15745	629.8	0	0	0	36	30557	849
1. Dismissal	5	127	25.4	1	8	0.125	4	109	27.25	6	135	22.5	35	3009	85.97	9	671	74.6	13	4476	344.3	0	0	0	21	668	318
2. After Investigation	0	0	0	0	0	0	0	0	0	0	0	0	16	7735	483.4	19	13207	695	8	6062	75.75	0	0	0	10	16878	1688
3. After Hearing	0	0	0	0	0	0	0	0	0	0	0	0	14	15061	1076	7	6684	955	4	5207	1302	0	0	0	5	7011	1402

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	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals										
Final Actions By Agency Involving Discrimination																											
Data to be posted	Current FY						2003		2002		2001		2000		1999												
	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals										
Total Finding Discrimination	0	0	0	0	0	0	0	0	0			1	456	456	0	0	0	2	3317	1659	0	0	0	0	0	0	0
Rendered by the agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	740	740	0	0	0	0	0	0	0
Rendered by AJ	0	0	0	0	0	0	0	0	0	0	0	1	456	456	0	0	0	1	2577	2577	0	0	0	0	0	0	0
Findings of Discrimination (by bases)																											
Data to be posted	Current FY						2003		2002		2001		2000		1999												
	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals										
Sex	0		0		0				0		1																
1. Male	0		0		0				0		1																
2. Female	0		0		0				0																		
Age	0		0		0				0						1												
Race	0		0		0				0						1												
1. Amer. Indian/Alaskan Native	0		0		0				0																		
2. Asian Pacific Islander	0		0		0				0																		
3. Black	0		0		0				0																		
4. White	0		0		0				0						1												
Color	0		0		0				0																		
Disability	0		0		0				0																		
1. Mental	0		0		0				0																		
2. Physical	0		0		0				0																		
National Origin	0		0		0				0																		
1. Hispanic	0		0		0				0																		
2. Other	0		0		0				0																		
Religion	0		0		0				0																		
Reprisal	0		0		0				0		1				1												
Other	0		0		0				0																		
Rendered w/o an Hearing	0		0		0				0						1												
Rendered after a Hearing	0		0		0				0		1				1												
Findings of Discrimination (by issue)																											
Data to be posted	Current FY						2003		2002		2001		2000		1999												
	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals										
Appointment/Hire	0		0		0				0																		
Assignment of Duties	0		0		0				0						1												
Awards	0		0		0				0																		
Conversion to Full Time	0		0		0				0																		
Disciplinary action	0		0		0				0																		
1. Demotion	0		0		0				0																		
2. Reprimand	0		0		0				0																		
3. Suspension	0		0		0				0																		
4. Removal	0		0		0				0																		
Duty Hours	0		0		0				0																		
Evaluation/ Appraisal	0		0		0				0																		
Examination/ Test	0		0		0				0																		
Harassment	0		0		0				0		1																
1. Non-sexual	0		0		0				0		1																
2. Sexual	0		0		0				0																		
Medical Exam	0		0		0				0																		
Pay, including Overtime	0		0		0				0																		
Promotion/ Non-Selection	0		0		0				0		1																
Reassignment	0		0		0				0																		
1. Denied	0		0		0				0																		
2. Directed	0		0		0				0																		
Reasonable Accommodation	0		0		0				0																		
Reinstatement	0		0		0				0						1												
Retirement	0		0		0				0																		
Termination	0		0		0				0																		
Terms/ Conditions of Employment	0		0		0				0																		
Time and Attendance	0		0		0				0																		
Training	0		0		0				0																		
Other	0		0		0				0																		
Rendered w/o a Hearing	0		0		0				0						1												
Rendered after a Hearing	0		0		0				0						1												
Pending Complaints																											
Data to be posted	Current FY						2003		2002		2001		2000		1999												
	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals										
Filed	62		82		86				62		76		80		92		125		131								
Complainants (Filers)	61		78		81				61		75		80		92		125		125								
Pending Acceptance/ Dismissal	0		6		11				0		0		3		10		22		31								
Appeals	7		1		19				7		16		8		8		7		1								
Investigation	10		17		21				10		27		25		52		87		61								
Hearing	47		42		35				47		40		38		23		11		28								
Final Agency Decision	5		0		12				5		9		14		7		5		11								
Complaints over 180 days	1		0		2				1		4		4		15		17		21								