

**Department of the Interior**  
**BUREAU: U.S. GEOLOGICAL SURVEY**  
**\* Equal Opportunity Data Required to be Posted by the**  
**NO FEAR ACT**  
**P.L. 107-174**

<b>Reporting Period: FY 2000-2004</b>					
<b>Point of Contact: Sherian Scott Jackson</b>					
<b>Formal Complaints</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
# of complaints filed	25	21	19	18	17
# of individual filers	24	21	19	18	16
# of repeat filers	2	0	0	0	1
<b># of Complaints by Basis of Discrimination</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Race	12	4	9	5	5
Color	0	0	5	2	3
National Origin	3	0	3	4	1
Sex	18	11	7	6	6
Religion	0	0	0	3	0
Disability	5	6	8	8	3
Age	22	4	13	6	6
Reprisal	17	17	11	17	7
Non-EEO	0	0	0	0	0
<b># of Complaints by Issues of Alleged Discrimination</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Appointment/Hire	0	0	0	0	0
Assignment of Duties	7	3	2	6	0
Awards	5	0	0	1	1
Conversion to Full-Time	0	0	0	0	1
Disciplinary Action					0
Demotion	0	0	0	0	0
Reprimand	0	2	3	0	0
Suspension	5	0	0	0	1
Removal	0	0	2	0	0
Other	0	0	0	0	0

Duty Hours	0	0	0	0	0
Evaluation/Appraisal	6	4	4	5	0
Examination/Test	0	0	0	0	0
Harassment					
a. Non-sexual	0	9	2	0	7
b. Sexual	0	5	0	0	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	3	0	0	0	0
Promotion/Non-Selection	13	8	10	13	10
Reassignment					
a. Denied	0	0	0	0	0
b. Directed	0	1	0	0	0
Reasonable Accommodation	0	0	2	0	0
Reinstatement	0	0	0	0	0
Retirement	16	0	0	0	0
Termination	8	0	1	5	0
Terms/Condition of Employment	8	0	0	0	2
Time & Attendance	5	4	11	4	1
Training	9	2	0	1	1
Other	0	5	12	10	0

\* Based on best available data

<b>Average Processing Time of Pending Complaints -</b>	<b>FY 2000</b>		<b>FY 2001</b>		<b>FY 2002</b>		<b>FY 2003</b>		<b>FY 2004</b>	
<b>1. All complaints pending during fiscal year</b>	<b>#</b>	<b>APT</b>	<b>#</b>	<b>APT</b>	<b>#</b>	<b>APT</b>	<b>#</b>	<b>APT</b>	<b>#</b>	<b>APT</b>
Investigation	46	314	26	165	28	158	28	205	24	228
Final Agency Action	19	574	12	849	8	864	14	551	10	83
<b>2. Complaints in which a hearing is not requested</b>										
Investigation	6	279	5	239	4	192	5	171	6	248
Final Agency Action	10	131	8	60	6	79	7	96	6	118
<b>3. Complaints in which a hearing is requested</b>										
Investigation	2	326	0	0	0	0	0	0	4	208
Final Agency Action	6	40	2	26	2	18	4	23	4	31
	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>					

**# OF COMPLAINTS DISMISSED**

#	APT	#	APT	#	APT	#	APT	#	APT
5	500	8	537	3	101	0	0	4	955

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Pending Complaints Filed Before Fiscal Year	43	38	26	27	19
Number of Individuals	32	21	19	18	18
Number in Investigations	25	15	13	1	0
Number in FAD	2	3	1	0	1
<b>Complaints Pending in Current Fiscal Year</b>					<b>TOTAL</b>
Number of Investigations over 180 days	5	9	10	18	2

**FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION**

		with a hearing		without hearing		with a hearing		without hearing		with a hearing		without hearing		with a hearing		without hearing	
		FY 2000	FY 2000	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004	FY 2004	FY 2004				
<b>TOTAL</b>		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>BASES</b>	Race																
	Color																
	National Origin																
	Sex			1	100												
	Religion																
	Disability	1	100														
	Age																
	Reprisal																
	Non-EEO																
<b>ISSUES</b>	Appointment/Hire																
	Assignments of Duties																