Departmental Offices 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	R				
	4th QTR	2003	2002	2001	2000	1999
Number of Complaints Filed						
in FY 1614.704(a)	6	9	5	5	5	3
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	29 CFR §1614.705 COMPARATIVE DATA										
COMPLAINTS BY BASIS	FY2004 END of	PREVIOUS FISCAL YEAR									
	4th QTR	2003	2002	2001	2000	1999					
Race	5	11	5	4	1	0					
Color	0	0	0	0	0	0					
Religion	3	0	0	0	0	0					
National Origin	3	1	3	2	1	1					
Sex (including complaints											
filed under Equal Pay Act)	3	6	5	4	3	0					
Disability	3	0	4	2	1	4					
Age	4	9	6	3	2	0					
Reprisal	6	6 6 5 0 1									
Non-EEO	0	0	0	0	0	0					
Note: Data not collected by 0	Color - Color	r include	d in basi	s "Race'	I						

29 CFR §1614.704	29 CFR §1614.705 COMPARATIVE DATA							
COMPLAINTS BY ISSUE	FY2004 END OF	Р	REVIOU	SFISC	AL YEAI	2		
COMPLAINTS BY ISSUE	4th QTR	2003	2002	2001	2000	1999		
Appointment/Hire	0	0	0	0	0	0		

Assignment of Duties	4	9	4	3	0	0
Awards	0	3	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	2	0	0	0	0
Suspension	3	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	7	6	0	1	0	1
Examination/Test	0	0	0	0	0	0
Harrasment						
Non-Sexual	3	3	9	5	0	2
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	4	8	9	2	5	0
Reassignment					-	
Denied	0	2	0	0	0	0
Directed	0	0	0	0	0	2
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	2
Termination	0	0	0	0	0	0
Terms/Conditions of						
Employment	3	2	3	6	1	1
Time and Attendance	0	0	0	0	3	0
Training	3	0	2	0	0	0
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	2004 END OF 4th QTR						
that is pending during any time of the then fiscal year"	NUMBER	AVERAGE DAYS					
All complaints pending in Investigative Stage	1	0.00					
All complaints pending in Final Agency Action	0	0.00					
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	9	639.56					
Time in Investigation Stage	N/A	N/A					
Time to issue Final Agency Action	N/A	N/A					

29 CFR §1614.704(29 CFR §1614.705 COMPARATIVE DATA 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	2	2	0	0	2				
Average days pending prior to dismissal	136.00	520.00	312.00	0.00	0.00	####				

29 CFR §1614.7	29 CFR §1614.704(h)				29 CFR §1614.705 COMPARATIVE DATA									
TOTAL AGENCY ACTIONS	200	4			PREV	IOUS F	ISCA		AR					
INVOLVING	4th Q	TR	2003		20	02	20	01	20	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 §1614.7		29 CFR §1614.705 COMPARATIVE DATA										
FINDINGS OF	2004	4			PREV	IOUS F	ISCA		AR			
DISCRIMINATION	4th Q	TR	2003 2002 2001 2000								1999	
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	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	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
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	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	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	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											
Sex (include Equal Pay												
Act)	N/A											
Disability	N/A											
Age	N/A											
Reprisal	N/A											
Number Findings												
Rendered After Hearing	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 §1614.7		29 CFR §1614.705 COMPARATIVE DATA										
FINDINGS OF DISCRIMINATION	200 END (PREV	IOUS F	ISCA		AR			
RENDERED BY ISSUE	4th Q	TR	200	03	20	02	20	01	20	00	19	99
RENDERED BY 1330E	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	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	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	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											
Terms/Conditions of												
Employment	N/A											
Time and Attendance	N/A											
Training	N/A											
Other	N/A											
Findings Without Hearing												
704(j)(2)	N/A											
Appointment/Hire	N/A											
Assignment of Duties	N/A											
Awards	N/A											
Conversion to Full-time	N/A											
Disciplinary Action	N/A											
Demotion	N/A											
Reprimand	N/A											
Suspension	N/A											
Removal	N/A											
Other	N/A											
Duty Hours	N/A											
Evaluation/Appraisal	N/A											
Examination/Test	N/A											
Harassment	N/A											
	N/A											
Non-Sexual	N/A											
Sexual	N/A											
Medical Examination	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				
Promotion/Non-Selection	N/A											
Reassignment	N/A											
Denied	N/A											
Directed	N/A											
Reasonable Accommodation	N/A		N/A									
Reinstatement	N/A											
Retirement	N/A											
Termination	N/A											
Terms/Conditions of												
Employment	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		
Training	N/A											
Other	N/A											
Findings After Hearing												
704(j)(3)	N/A	N/A	N/A	N/A	N/A	N/A			N/A			
Appointment/Hire	N/A											
Assignment of Duties	N/A											
Awards	N/A											
Conversion to Full-time	N/A											
Disciplinary Action	N/A											
Demotion	N/A											
Reprimand	N/A		N/A									
Suspension	N/A		N/A									
Removal	N/A		N/A									
Other	N/A		N/A									

Evaluation/Appraisal	N/A											
Examination/Test	N/A											
Harassment	N/A											
Non-Sexual	N/A											
Sexual	N/A											
Medical Examination	N/A											
Pay (Including Overtime)	N/A											
Promotion/Non-Selection	N/A											
Reassignment	N/A											
Denied	N/A											
Directed	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							
COMPLAINTS PENDING	2004	PREVIOUS FISCAL YEAR							
FROM PREVIOUS FISCAL	END OF	2003	2002	2001	2000	1999			
Total complaints from									
previous fiscal years	11	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]:									
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	9	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	0	N/A	N/A	N/A	N/A	N/A			

29 CFR §1614.704(I)		29 CFR §1614.705 COMPARATIVE						
COMPLAINT	2004 END OF	PREVIOUS FISCAL YEAR						
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	0	N/A	N/A	N/A	N/A	N/A		

This page was last modified on October 18, 2004.