Financial Management Service 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.

	FY2004	COMPARATIVE DATA											
COMPLAINT ACTIVITY	END OF	PREVIOUS FISCAL YEAR											
	4th QTR	2003	2002	2001	2000	1999							
Number of Complaints Filed in													
FY 1614.704(a)	13	15	16	8	18	25							
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(d)	29 CFR §1614.705 COMPARATIVE DATA									
COMPLAINTS BY BASIS	FY2004 END OF	PREVIOUS FISCAL YEAR									
	4th QTR	2003	2002	2001	2000	1999					
Race	7	7 8 19 3 14 1									
Color	0										
Religion	0	0	0	1	0	5					
National Origin	1	3	1	0	2	9					
Sex (including complaints filed											
under Equal Pay Act)	11	21	20	3	12	17					
Disability	4	1	10	7	8	13					
Age	7	9 13 2 10 1									
Reprisal	13	8 23 6 4 16 10									
Non-EEO	0										
Note: Data not collected by Col		U Sludod ir	U " basis "	U Paco"	0	(

Note: Data not collected by Color - Color included in basis "Race

29 CFR §1614.704(e)	29 CFR §1614.705 COMPARATIVE DATA								
COMPLAINTS BY ISSUE	FY2004 END OF	Р	REVIO	JS FISC		R				
	4th QTR	2003	2002	2001	2000	1999				
Appointment/Hire	0	0	0	0	0	3				
Assignment of Duties	3	11	14	2	3	5				
Awards	0	0	0	0	1	0				
Conversion to Full-time	0	0	0	0	0	0				
Disciplinary Action										
Demotion	0	0	0	0	0	0				

Reprimand	0	3	0	0	0	0
Suspension	0	2	0	0	0	4
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	2	0	0	0	0
Evaluation Appraisal	9	13	9	1	6	11
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	5	5	4	10	5
Sexual	0	1	2	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	9	10	13	1	22	27
Reassignment						
Denied	0	0	0	0	0	4
Directed	0	6	4	2	0	2
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	4	0	5	0	0	0
Termination	2	1	4	2	0	12
Terms/Conditions of						
Employment	9	6	10	8	15	12
Time and Attendance	0	4	1	0	3	1
Training	0	1	2	0	2	3
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	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 Stage	6	203.88
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	7	526.86
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

29 CFR §1614.704(g)	29 CFR §1614.705 COMPARATIVE DATA
27 CI K 91014.704 (9)	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	0	4	3	4	4	7
Average days pending prior to						
dismissal	0.00	43.50	61.33	285.25	80.50	108.86

29 CFR §1614.70	29 CFR §1614.704(h)			29 CFR §1614.705 COMPARATIVE DATA									
TOTAL AGENCY ACTIONS	2004	1	PREVIOUS FISCAL YEAR										
INVOLVING	4th Q	th QTR 2003 2002 2001 2000 1							1999				
DISCRIMINATION	#							%	#	%			
Total Number Findings													
704(h)(1)	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0	

29 CFR §1614.7	04(i)			29 CFF	R §1614	.705 C	OMP	29 CFR §1614.705 COMPARATIVE DATA				
FINDINGS OF	2004	Ļ			PREVI	OUS FI	SCA	L YEA	٨R			
DISCRIMINATION	4th Q1	ſR	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		
Race	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		
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	
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 Hearing 704(i)(2)	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 After Hearing 704(i)(3)	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											
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	04(j)		29 CFR §1614.705 COMPARATIVE DATA					L						
FINDINGS OF DISCRIMINATION	2004 END C)F	PREVIOUS FISCAL YEAR											
RENDERED BY ISSUE	4th Q		20		20	r		01	20		19			
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings														
704(j)(1)	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					
Assignment of Duties	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				
Conversion to Full-time	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					
Demotion	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					
Suspension	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					
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					
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	N/A	N/A	N/A		
Training	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		
Findings Without Hearing														
704(j)(2)	N/A	N/A	N/A	N/A	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 N/A
Assignment of Duties	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	
Conversion to Full-time	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	
Demotion	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	
Suspension	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	
Other	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	
Evaluation/Appraisal	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
Harassment	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	
Sexual	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	
Pay (Including Overtime)	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	
Reassignment	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	
Directed	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	
Reinstatement	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
Termination	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A N/A	
Terms/Conditions of									
Employment	N/A	N/A	N/A	N/A	N/A	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 N/A	N/A N/A
Training	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
Findings After Hearing									
704(j)(3)	N/A	N/A	N/A	N/A	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 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 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	
Reprimand	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	
Removal	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	
Duty Hours	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
Examination/Test	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	
Non-Sexual	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	
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	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	
Reassignment	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											
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 DATA							
COMPLAINTS PENDING FROM PREVIOUS FISCAL	2004 END OF 4th QTR	PREVIOUS FISCAL YEAR								
YEARS BY STATUS		2003	2002	2001	2000	1999				
Total complaints from										
previous Fiscal Years										
704(k)(1)	18	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]: 704(k)(3)										
Investigation	6	N/A	N/A	N/A	N/A	N/A				
ROI issued, pending										
Complainant's action	2	N/A	N/A	N/A	N/A	N/A				
Hearing	7	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 DATA							
2004 END OF	PREVIOUS FISCAL YEAR										
4th QTR	2003	2002	2001	2000	1999						
6	N/A	N/A	N/A	N/A	N/A						
1					N/A						
	2004 END OF 4th QTR	I) 2004 P END OF 4th QTR 2003 6 N/A	I) 2004 PREVIOU END OF 4th QTR 2003 2002 6 N/A N/A	I) DATA 2004 PREVIOUS FISC END OF 2003 2002 2001 4th QTR 2003 N/A N/A 6 N/A N/A N/A	I) DATA DATA PREVIOUS FISCAL YEA END OF 2002 2001 2000 4th QTR 2003 2002 2001 2000 6 N/A N/A N/A N/A						

This page was last modified on October 18, 2004.