Tax and Trade Bureau 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		COMPARA	ATIVE DATA							
COMPLAINT ACTIVITY	END OF	PREVIOUS FISCAL YEAR									
	4th QTR	2003	2002	2001	2000	1999					
Number of Complaints Filed in											
FY 1614.704(a)	3	1	N/A	N/A	N/A	N/A					
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								
Race	1	1	n/a	n/a	n/a	n/a			
Color	0	0	n/a	n/a	n/a	n/a			
Religion	0	0	n/a	n/a	n/a	n/a			
National Origin	0	0	n/a	n/a	n/a	n/a			
Sex (including complaints filed									
under Equal Pay Act)	2	1	n/a	n/a	n/a	n/a			
Disability	0	0	n/a	n/a	n/a	n/a			
Age	1	0	n/a	n/a	n/a	n/a			
Reprisal	1	0 n/a n/a n/a n/a							
Non-EEO	0	0	n/a	n/a	n/a	n/a			

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	PF	REVIOU	S FISC	AL YEAI	R			
	4th QTR	2003	2002	2001	2000	1999			
Appointment/Hire	4	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									

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						
Non-Sexual	0	0	0	0	0	0
Sexual	1	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						
Denied	0	2	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	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(f)		
Processing Time "post the average length of time it takes to complete each step of the process for every complaint that is pending	2004 END (OF 4th QTR
during any time of the then fiscal year"	NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	0	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	1	382.00
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

	29 CFR §1614.705 COMPARATIVE DATA
29 CFR §1614.704(g)	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	0	0	0	0	0
Average days pending prior to						
dismissal	0.00	0.00	0.00	0.00	0.00	0.00

29 CFR §1614.7			29 CF	R §161	4.705	сом	PARA	TIVE	DATA	4		
TOTAL AGENCY ACTIONS	200	4	PREVIOUS FISCAL YEAR									
INVOLVING	4th Q	TR	20	2003 2002			2001		2000		1999	
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	04(i)		29 CFR §1614.705 COMPARATIVE DATA									
FINDINGS OF	2004	4			PREV	IOUS	FISC	AL YE	AR			
DISCRIMINATION	4th Q	TR	200	03	200)2	20	01	20	00	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
Race	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
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	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 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	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 | N/A |
| Disability | N/A |
| Age | N/A |
| Reprisal | N/A |

29 CFR §1614.7	04(j)			29 CF	R §161	4.705	СОМІ	PARA	TIVE	DAT	A		
FINDINGS OF DISCRIMINATION	2004 END (PREV	/IOUS	FISC	AL YE	AR				
RENDERED BY ISSUE	4th Q	TR	200	03	200	02	20	01	20	00	19	1999	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings													
704(j)(1)	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	
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	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	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	
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	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	N/A	N/A N/	
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 N/	
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	N/A	N/A N/	
Disciplinary Action			N/A N/A							
Demotion	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		
Suspension	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Removal	N/A	N/A N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Other	N/A		N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
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	N/A N/A	N/A N/	
Examination/Test		N/A	N/A		N/A		N/A		N/A N/	
Harassment	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Sexual	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Denied	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Directed	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Retirement	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
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	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/	
Training	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
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		
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
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/	
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
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	N/A N/	
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	N/A N/	
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A N/	
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/	
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	N/A N/	
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	N/A N/	A 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(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)	3	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	0	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	1	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(29 CFR §1614.705 COMPARATIVE DATA							
COMPLAINT	2004 END OF	PREVIOUS FISCAL YEAR						
INVESTIGATIONS	4th QTR	2003	2002	2001	2000	1999		
Number Pending Completion of Investigation	0	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.