

**Equal Employment Opportunity Data
Posted Pursuant to the No FEAR Act
Last Updated: June 30, 2004**

N/A Means Data Not Available

29 CFR §1614.704(a)-(c)		29 CFR §1614.705 Data From Previous Fiscal Years				
Overall Complaint Activity	Fiscal Year 2004 Through Quarter 3	2003	2002	2001	2000	1999
Total number of complaints filed	6134	8487	9931	11203	10553	12027
Total number of individuals who filed those complaints	5600	7258	6363	6709	9980	11325
Total number of individuals who filed two or more of those complaints	377	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(d)		29 CFR §1614.705 Data From Previous Fiscal Years				
Number of complaints that contained the following alleged bases of discrimination:	Fiscal Year 2004 Through Quarter 3	2003	2002	2001	2000	1999
Race	2305	3336	3473	3921	3638	N/A
Color	604	818	58			
Religion	226	304	343	367	285	N/A
National Origin	682	780	987	1040	623	N/A
Sex (includes Equal Pay Act claims)	2662	3554	4334	4714	4390	N/A
Disability	2369	3088	3535	3608	2984	N/A
Age	1599	2178	2251	2447	2246	N/A
Reprisal	2081	2822	3418	3831	3796	N/A
Non-EEO	267	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(e)		29 CFR §1614.705 Data From Previous Fiscal Years				
Number of complaints that contained the following alleged issues:	Fiscal Year 2004 Through Quarter 3	2003	2002	2001	2000	1999
Appointment/Hire	92	78	145	216	190	N/A
Assignment of Duties	317	723	737	723	648	N/A
Awards	30	33	42	57	28	N/A
Conversion to Full Time	28	31	34	34	19	N/A
Disciplinary Action	1461	1470	1460	1453	2654	N/A
Demotion	12	4	0	0	0	N/A
Reprimand	517	724	768	729	660	N/A
Suspension	418	494	535	553	532	N/A
Removal	338	164	0	0	1331	N/A
Other	176	84	157	171	131	N/A
Duty Hours	411	514	511	523	384	N/A
Evaluation/Appraisal	48	61	91	80	92	N/A
Examination/Test	27	33	38	47	46	N/A
Harassment	1420	1841	2246	2561	2127	N/A
Non-Sexual	1245	1617	2115	2253	1855	N/A
Sexual	175	224	131	308	272	N/A
Medical Examination	43	29	0	0	0	N/A
Pay Including Overtime	247	525	641	642	354	N/A
Promotion/Non-Selection	295	371	342	464	466	N/A
Reassignment	327	404	377	441	333	N/A
Denied	232	397	377	441	333	N/A
Directed	95	7	0	0	0	N/A
Reasonable Accommodation	410	383	177	0	0	N/A
Reinstatement	33	46	74	76	80	N/A
Retirement	23	14	15	16	19	N/A
Termination	338	702	831	996	140	N/A
Terms/Conditions of Employment	949	1343	1957	2097	2199	N/A
Time and Attendance	91	653	847	819	105	N/A
Training	107	101	110	111	86	N/A
Other	405	113	254	269	990	N/A

29 CFR §1614.704(f)			29 CFR §1614.705 Data From Previous Fiscal Years				
The average length of time it has taken to complete investigation and final action for every complaint that is pending during any time of the then fiscal year.		Fiscal Year 2004 Through Quarter 3	2003	2002	2001	2000	1999
1614.704(f)(1) Average number of days to complete all complaints pending for any length of time during such fiscal year at the:	Investigation stage	N/A	256.15	303.5	191.3	347.2	286.3
	Final agency action stage	N/A	N/A	N/A	N/A	N/A	N/A
1614.704(f)(2) Average number of days to complete all complaints pending for any length of time during such fiscal year in which a hearing was <i>not</i> requested at the:	Investigation stage	N/A	N/A	N/A	N/A	N/A	N/A
	Final agency action stage	N/A	N/A	N/A	N/A	N/A	N/A
1614.704(f)(3) Average number of days to complete all complaints pending for any length of time during such fiscal year in which a hearing was requested at the:	Investigation stage	N/A	N/A	N/A	N/A	N/A	N/A
	Final agency action stage	N/A	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(g)		29 CFR §1614.705 Data From Previous Fiscal Years				
Complaints Dismissed by Agency Under §1614.107(a)	Fiscal Year 2004 Through Quarter 3	2003	2002	2001	2000	1999
Total number of complaints dismissed by agency prior to a request for a hearing	N/A	43	2909	3545	4322	N/A
Average number of days complaint was pending prior to dismissal by agency	N/A	584.63	128.79	363.24	130.33	N/A

29 CFR §1614.704(h)		29 CFR §1614.705 Data From Previous Fiscal Years										
Final Agency Actions Involving a Finding of Discrimination	Fiscal Year 2004 Through Quarter 3		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of final agency actions involving a finding of discrimination	67		110		129		97		124		133	
Total of such final actions rendered without a hearing	1	1.5	20	18.2	20	15.5	8	8.2	3	2.4	6	4.5
Total of such final actions rendered after a hearing	66	98.5	90	81.8	109	84.5	89	91.8	121	97.6	127	95.5

29 CFR §1614.704(i)			29 CFR §1614.705 Data From Previous Fiscal Years									
Findings of Discrimination by Basis	Fiscal Year 2004 Through Quarter 3		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of final agency actions involving a finding of discrimination	67		110		129		97		124		133	
Total number of final agency actions involving a finding of discrimination rendered <i>without a hearing, by basis:</i>												
Race	1	1.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Color	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sex (includes Equal Pay Act claims)	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disability	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Age	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprisal	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number of final agency actions involving a finding of discrimination rendered <i>after a hearing, by basis:</i>												
Race	16	23.9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Color	2	3.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	3	4.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sex (includes Equal Pay Act claims)	13	19.4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disability	29	43.3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Age	2	3.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprisal	20	29.9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(j)			29 CFR §1614.705 Data From Previous Fiscal Years									
Findings of Discrimination by Issue	Fiscal Year 2004 Through Quarter 3		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of final agency actions involving a finding of discrimination	67		110		129		97		124		133	
Total number of final agency actions involving a finding of discrimination rendered <i>without a hearing, by issue:</i>												
Appointment/Hire	1	1.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Assignment of Duties	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Awards	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conversion to Full-Time	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disciplinary Action	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Demotion	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprimand	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Suspension	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Removal	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duty Hours	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Evaluation/Appraisal	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Examination/Test	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Harassment	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non-Sexual	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sexual	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Medical Examination	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pay Including Overtime	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Promotion/Non-Selection	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reassignment	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Denied	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Directed	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasonable Accommodation	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reinstatement	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Retirement	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Termination	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of Employment	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Time and Attendance	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Training	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(j) (continued)			29 CFR §1614.705 Data From Previous Fiscal Years									
Findings of Discrimination by Issue	Fiscal Year 2004 Through Quarter 3		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of final agency actions involving a finding of discrimination	67		110		129		97		124		133	
Total number of final agency actions involving a finding of discrimination rendered after a hearing, by issue:												
Appointment/Hire	3	4.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Assignment of Duties	4	6.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Awards	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Conversion to Full-Time	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disciplinary Action	9	13.4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Demotion	1	1.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reprimand	2	3.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Suspension	4	6.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Removal	2	3.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Duty Hours	3	4.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Evaluation/Appraisal	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Examination/Test	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Harassment	10	14.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Non-Sexual	7	10.4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sexual	3	4.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Medical Examination	1	1.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pay Including Overtime	3	4.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Promotion/Non-Selection	5	7.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reassignment	3	4.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Denied	2	3.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Directed	1	1.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasonable Accommodation	13	19.4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reinstatement	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Retirement	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Termination	3	4.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of Employment	5	7.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Time and Attendance	5	7.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Training	1	1.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other	4	6.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(k)		29 CFR §1614.705 Data From Previous Fiscal Years				
Number of Pending Complaints	Fiscal Year 2004 Through Quarter 3	2003	2002	2001	2000	1999
Number of complaints pending for any length of time in the fiscal year	19345	19809	20958	21720	22363	26557
Number of pending complaints that were filed before the start of the then current fiscal year	13211	11322	11027	10517	11810	14530
Number of individuals who filed those complaints in earlier years	N/A	N/A	N/A	N/A	N/A	N/A
Number of complaints that are pending during the fiscal year at the:						
Investigation stage	N/A	N/A	N/A	N/A	N/A	N/A
Hearing stage	N/A	N/A	N/A	N/A	N/A	N/A
Final agency action stage	N/A	N/A	N/A	N/A	N/A	N/A
OFO appeal stage	N/A	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(l)		29 CFR §1614.705 Data From Previous Fiscal Years				
	Fiscal Year 2004 Through Quarter 3	2003	2002	2001	2000	1999
Number of Pending Investigations Over Required Time Frames	N/A	N/A	N/A	N/A	N/A	N/A