

**EQUAL EMPLOYMENT OPPORTUNITY (EEO) DATA  
POSTED PURSUANT TO THE  
NO FEAR ACT**

**FISCAL YEAR 2004 (3rd Qtr)**

- I. Complaints of Discrimination Filed
  - A. Number of Complaints Filed: 11
  - B. Number of Individuals Filing Complaints: 11
  - C. Number of Individuals Filing Two or More Complaints: 0
  
- II. Bases of Complaints Filed
  - A. Race: 6
  - B. Color: 1
  - C. Religion: 0
  - D. Reprisal: 2
  - E. Sex: 7
  - F. National Origin: 0
  - G. Equal Pay Act: 0
  - H. Age: 2
  - I. Disability: 1
  - J. Non-EEO: 1
  
- III. Issues of Complaints Filed
  - A. Awards: 1
  - B. Promotion/Non-selection: 7
  - C. Disciplinary Action/Reprimand: 1
  - D. Evaluation/Appraisal: 1
  - E. Other: 2
  
- IV. Average Processing Time (Average Processing time includes the 30 days allowed for redaction of the file)
  - A. Investigations: 240.9 days<sup>1</sup>
  - B. Final Actions with a Hearing: 344.8 days<sup>2</sup>

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<sup>1</sup>During fiscal years FY03 and FY04, the Office of Discrimination Complaints was understaffed and several cases had extended due dates, which resulted in longer processing times for investigations.

<sup>2</sup>This number includes the investigation processing time for cases in which the complainant elected a hearing before an Administrative Judge (AJ).

C. Final Actions without a Hearing: 453.9 days<sup>3</sup>

V. Dismissals

A. Number of Dismissals: 2

B. Average Days Pending At the Time of Dismissal: 22 days

VI. Findings of Discrimination

A. Findings Rendered with a Hearing

1. Number of Findings: 1
2. Percentage of Findings: 100%

B. Findings Rendered without a Hearing

1. Number of Findings: 0
2. Percentage of Findings: 0

C. Issues of Findings of Discrimination

1. Number of Issues:
  - a. Promotion/Non-selection: 1
2. Percentage of Issues: 100%
3. Number of Issues Involving a Hearing:
  - a. Promotion/Non-selection: 1
4. Percentage of Issues Involving a Hearing:
  - a. Promotion/Non-selection: 100%

D. Bases of Findings of Discrimination

1. Number of Bases:
  - a. National Origin: 1
  - b. Sex: 1
2. Percentage of Bases:
  - a. National Origin: 50%
  - b. Sex: 50%
3. Number of Bases Involving a Hearing:
  - a. National Origin: 1
  - b. Sex: 1
4. Percentage of Bases Involving a Hearing:<sup>4</sup>
  - a. National Origin: 50%
  - b. Sex: 50%

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<sup>3</sup> This number includes the investigation processing time for cases in which the complainant did not elect a hearing before an AJ.

<sup>4</sup> Two bases of discrimination were found in the same complaint.

- VII. Number of Pending Complaints Filed in Prior Fiscal Years
  - A. Number of Complaints Pending: 14
  - B. Number of Individuals Filing These Complaints: 14
  - C. Number Pending Investigation: 6
  - D. Number Pending Final Agency Action: 4
  - E. Number Pending Hearing: 4
  - F. Number Pending Appeal: 0
  
- VIII. Number of Pending Complaints Not Investigated within 180 days (plus any authorized extensions): 9<sup>5</sup>

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<sup>5</sup> During fiscal years FY03 and FY04, the Office of Discrimination Complaints was understaffed and several cases had extended due dates, which resulted in longer processing times for investigations.