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## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

Data as of 07/31/2004

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29 CFR § 1614.704 (a)-(c)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Number of Complaints Filed	25	32	26	39	89	84
Number of Individuals Filing Complaints	22	30	19	38	79	44
Number of Individuals Filing 2 or More Complaints	3	2	3	2	8	19

### Number of Complaints Alleging Each Basis

29 CFR § 1614.704 (d)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Race	14	19	15	30	46	72
Color*	-	-	-	-	-	-
Religion	0	0	3	2	4	42
Reprisal	13	34	14	22	53	150
Sex	9	16	7	21	33	113
National Origin	3	9	5	11	11	52
Age	10	14	8	17	30	66
Disability	3	10	6	12	16	54
Non-EEO Basis	0	0	0	0	0	0

\* Data not collected by color - color included in basis "Race".

### Number of Complaints Alleging Each Type of Claim

29 CFR § 1614.704 (e)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Appointment/Hire	3	1	3	3	3	11
Assignment of Duties	2	3	4	4	15	47
Awards	8	0	0	2	3	14
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action - Demotion	0	2	2	0	0	6
Disciplinary Action -	0	1	0	1	2	12

Repremand						
Disciplinary Action - Suspension	1	0	2	1	1	6
Disciplinary Action - Removal	0	0	0	0	4	1
Disciplinary Action - Other	0	0	0	3	3	12
Duty Hours	0	0	0	0	1	0
Evaluation Appraisal	5	6	4	12	32	61
Examination Test	0	0	0	0	0	0
Harassment - Non-Sexual	5	7	7	15	37	181
Harassment - Sexual	0	0	0	3	3	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	2	1	0	0	0
Promotion Non-Selection	11	12	8	13	35	0
Reassignment - Denied	1	1	0	1	1	12
Reassignment - Directed	3	1	0	3	3	6
Reasonable Accommodation	1	1	0	1	6	3
Reinstatement	0	0	0	0	0	1
Retirement	0	1	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	3	0	6	13	20
Time and Attendance	0	1	1	5	9	23
Training	5	3	2	4	3	4
Other	9	2	11	2	8	0

**Average Length of Time for Pending Complaints to Complete Each Step in the Formal EEO Process (in Days)**

29 CFR § 1614.704 (f)	FY 2004 end of 3Qtr.	FY 2003*	FY 2002*	FY 2001*	FY 2000*	FY 1999*
Average time for investigations - all complaints	413.9	-	-	-	-	-
Average time for final action - all complaints	1203	-	-	-	-	-
Average time for investigations - hearing not requested	387	-	-	-	-	-
Average time for final action - hearing not requested	1077	-	-	-	-	-
Average time for investigations - hearing requested	460	-	-	-	-	-
Average time for final action - hearing requested	1308	-	-	-	-	-

\* Data not available for FY1999 - FY2003.

**Dismissals**

	FY 2004					
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29 CFR § 1614.704 (g)	end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Total number of Dismissals	3	6	14	20	16	18
Average length of time	1125	962.8	1318.4	683.75	335.4	418.4

Number and Percentage of Final Actions Finding Discrimination						
29 CFR § 1614.704 (h)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999*
Total	4(100%)	0	0	0	0	-
Without a hearing	0	0	0	0	0	-
After a hearing	4(100%)	0	0	0	0	-

\* Data not available for FY1999.

Total Number and Percentage of Final Actions Finding Discrimination by Bases						
29 CFR § 1614.704 (i)(1)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999*
Race	3(75%)	0	0	0	0	-
Color	0	0	0	0	0	-
Religion	0	0	0	0	0	-
Reprisal	3(75%)	0	0	0	0	-
Sex	1(25%)	0	0	0	0	-
National Origin	0	0	0	0	0	-
Age	4(100%)	0	0	0	0	-
Disability	0	0	0	0	0	-
Other	0	0	0	0	0	-

\* Data not available for FY1999.

Number and Percentage of Final Actions Finding Discrimination by Bases Without Hearing						
29 CFR § 1614.704 (i)(2)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999*
Race	0	0	0	0	0	-
Color	0	0	0	0	0	-
Religion	0	0	0	0	0	-
Reprisal	0	0	0	0	0	-
Sex	0	0	0	0	0	-
National Origin	0	0	0	0	0	-
Age	0	0	0	0	0	-
Disability	0	0	0	0	0	-

\* Data not available for FY1999.

**Number and Percentage of Final Actions Finding Discrimination by Bases After Hearing**

29 CFR § 1614.704 (i)(3)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999*
Race	3(75%)	0	0	0	0	-
Color	0	0	0	0	0	-
Religion	0	0	0	0	0	-
Reprisal	0	0	0	0	0	-
Sex	1(25%)	0	0	0	0	-
National Origin	0	0	0	0	0	-
Age	4(100%)	0	0	0	0	-
Disability	0	0	0	0	0	-
Other	0	0	0	0	0	-

\* Data not available for FY1999.

**Total Number and Percentage of Final Actions Finding Discrimination by Issues**

29 CFR § 1614.704 (j)(1)	FY 2004 end of 3Qtr.	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999*
Appointment/Hire	0	0	0	0	0	-
Assignment of Duties	2(50%)	0	0	0	0	-
Awards	0	0	0	0	0	-
Conversion to Full Time	0	0	0	0	0	-
Disciplinary Action - Demotion	0	0	0	0	0	-
Disciplinary Action - Reprimand	0	0	0	0	0	-
Disciplinary Action - Suspension	0	0	0	0	0	-
Disciplinary Action - Removal	0	0	0	0	0	-
Disciplinary Action - Other	1(25%)	0	0	0	0	-
Duty Hours	0	0	0	0	0	-
Evaluation Appraisal	4(100%)	0	0	0	0	-
Examination Test	0	0	0	0	0	-
Harassment - Non-Sexual	0	0	0	0	0	-
Harassment - Sexual	0	0	0	0	0	-
Medical Examination	0	0	0	0	0	-
Pay Including Overtime	0	0	0	0	0	-
Promotion Non-Selection	0	0	0	0	0	-
Reassignment - Denied	0	0	0	0	0	-
Reassignment - Directed	0	0	0	0	0	-
Reasonable Accommodation	0	0	0	0	0	-
Reinstatement	0	0	0	0	0	-
Retirement	0	0	0	0	0	-
Termination	0	0	0	0	0	-

Terms/Conditions of Employment	0	0	0	0	0	-
Time and Attendance	0	0	0	0	0	-
Training	0	0	0	0	0	-
Other	1(25%)	0	0	0	0	-

\* Data not available for FY1999.

<b>Number and Percentage of Final Actions Finding Discrimination by Issues Without Hearing</b>						
<b>29 CFR § 1614.704 (j)(2)</b>	<b>FY 2004 end of 3Qtr.</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999*</b>
Appointment/Hire	0	0	0	0	0	-
Assignment of Duties	0	0	0	0	0	-
Awards	0	0	0	0	0	-
Conversion to Full Time	0	0	0	0	0	-
Disciplinary Action - Demotion	0	0	0	0	0	-
Disciplinary Action - Reprimand	0	0	0	0	0	-
Disciplinary Action - Suspension	0	0	0	0	0	-
Disciplinary Action - Removal	0	0	0	0	0	-
Disciplinary Action - Other	0	0	0	0	0	-
Duty Hours	0	0	0	0	0	-
Evaluation Appraisal	0	0	0	0	0	-
Examination Test	0	0	0	0	0	-
Harassment - Non-Sexual	0	0	0	0	0	-
Harassment - Sexual	0	0	0	0	0	-
Medical Examination	0	0	0	0	0	-
Pay Including Overtime	0	0	0	0	0	-
Promotion Non-Selection	0	0	0	0	0	-
Reassignment - Denied	0	0	0	0	0	-
Reassignment - Directed	0	0	0	0	0	-
Reasonable Accommodation	0	0	0	0	0	-
Reinstatement	0	0	0	0	0	-
Retirement	0	0	0	0	0	-
Termination	0	0	0	0	0	-
Terms/Conditions of Employment	0	0	0	0	0	-
Time and Attendance	0	0	0	0	0	-
Training	0	0	0	0	0	-
Other	0	0	0	0	0	-

\* Data not available for FY1999.

<b>Number and Percentage of Final Actions Finding Discrimination by Issues After Hearing</b>						
<b>29 CFR § 1614.704 (j)(3)</b>	<b>FY 2004 end of</b>	<b>FY 2003</b>	<b>FY 2002</b>	<b>FY 2001</b>	<b>FY 2000</b>	<b>FY 1999*</b>

	3Qtr.					
Appointment/Hire	0	0	0	0	0	-
Assignment of Duties	2(50%)	0	0	0	0	-
Awards	0	0	0	0	0	-
Conversion to Full Time	0	0	0	0	0	-
Disciplinary Action - Demotion	0	0	0	0	0	-
Disciplinary Action - Reprimand	0	0	0	0	0	-
Disciplinary Action - Suspension	0	0	0	0	0	-
Disciplinary Action - Removal	0	0	0	0	0	-
Disciplinary Action - Other	1(25%)	0	0	0	0	-
Duty Hours	0	0	0	0	0	-
Evaluation Appraisal	4(100%)	0	0	0	0	-
Examination Test	0	0	0	0	0	-
Harassment - Non-Sexual	0	0	0	0	0	-
Harassment - Sexual	0	0	0	0	0	-
Medical Examination	0	0	0	0	0	-
Pay Including Overtime	0	0	0	0	0	-
Promotion Non-Selection	0	0	0	0	0	-
Reassignment - Denied	0	0	0	0	0	-
Reassignment - Directed	0	0	0	0	0	-
Reasonable Accommodation	0	0	0	0	0	-
Reinstatement	0	0	0	0	0	-
Retirement	0	0	0	0	0	-
Termination	0	0	0	0	0	-
Terms/Conditions of Employment	0	0	0	0	0	-
Time and Attendance	0	0	0	0	0	-
Training	0	0	0	0	0	-
Other	1(25%)	0	0	0	0	-

\* Data not available for FY1999.

Complaints Pending During Fiscal Year						
29 CFR § 1614.704 (k)	FY 2004 end of 3Qtr.	FY 2003*	FY 2002*	FY 2001*	FY 2000*	FY 1999*
Filed previously	97	-	-	-	-	-
Number of individuals filing previously	72	-	-	-	-	-
Number of complaints pending investigation	25	-	-	-	-	-
Number of complaints pending hearing	34	-	-	-	-	-
Number of complaints pending final action	10	-	-	-	-	-

<b>Number of complaints pending appeal</b>	20	-	-	-	-	-
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\* Data not available for FY1999 - FY2003.

<b>Number of Complaints Violating 1614.106(e)</b>						
<b>29 CFR § 1614.704 (I)</b>	<b>FY 2004 end of 3Qtr.</b>	<b>FY 2003*</b>	<b>FY 2002*</b>	<b>FY 2001*</b>	<b>FY 2000*</b>	<b>FY 1999*</b>
<b>Complaints violating 1614.106 (e)</b>	85	-	-	-	-	-

\* Data not available for FY1999 - FY2003.

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