

Department of the Interior
DEPARTMENT-WIDE
Equal Opportunity Data Required to be Posted by the
NO FEAR ACT
P.L. 107-174

Reporting Period: FY 2004 4th Quarter (10/1/03 - 9/30/04)

Point of Contact: Sharon D. Eller

Formal Complaints

# of complaints filed	326
# of individual filers	299
# of repeat filers	22

Number of Complaints by Basis of Discrimination

Race	124
Color	49
National Origin	47
Sex	127
Religion	14
Disability	62
Age	86
Reprisal	168
Non-EEO	4

Number of Complaints by Issues of Alleged Discrimination

Appointment/Hire	10
Assignment of Duties	37
Awards	16
Conversion to Full-Time	1
Disciplinary Action	47

Demotion	4
Reprimand	11
Suspension	6
Removal	8
Other	12
Duty Hours	8
Evaluation/Appraisal	18
Examination/Test	1
Harassment	124
a. Non-sexual	113
b. Sexual	11
Medical Examination	1
Pay Including Overtime	14
Promotion/Non-Selection	111
Reassignment	20
a. Denied	7
b. Directed	13
Reasonable Accommodation	19
Reinstatement	0
Retirement	0
Termination	13
Terms/Condition of Employment	42
Time & Attendance	21
Training	18
Other	20

Average Processing Time of Pending Complaints		
	#	APT
1. All complaints pending during fiscal year		

Investigation	227	224
Final Agency Action	113	234
2. Complaints in which a hearing is not requested		
Investigation	53	211
Final Agency Action	78	169
3. Complaints in which a hearing is requested		
Investigation	108	220
Final Agency Action	38	26
Number of Complaints Dismissed		
	#	APT
	21	174

Number of Complaints Filed Prior to Fiscal Year + Pending	TOTAL
Pending Complaints Filed Before Fiscal Year	406
Number of Individuals	303
Number in Investigations	127
Number in FAD	94
Complaints Pending in the Current Fiscal Year	TOTAL
Number of Investigations over 180 days	81

	FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY 2004		without hearing FY 2004	
	TOTAL	8		2	
		#	%	#	%
BASES	Race	1	12		

	Color	1	12		
	National Origin				
	Sex	2	24		
	Religion				
	Disability	1	12	1	50
	Age	2	24		
	Reprisal	3	36	1	50
	Non-EEO	1	12		
ISSUES	Appointment/Hire				
	Assignments of Duties	2	24		
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				
	Harassment				
	a. Non-sexual	1	12		
	b. Sexual				
	Medical Examination				
	Pay Including Overtime				
	Promotion/Non-Selection	4	48	1	50
	Reassignment				
	a. Denied				
	b. Directed				
	Reasonable Accommodation	1	12	1	50
	Reinstatement				
	Retirement				
	Termination				
	Terms/Condition of Employment				

Time & Attendance	1	12		
Training				
Other				