

**Department of the Interior**  
**BUREAU: U.S. Fish & Wildlife Service**  
**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:** Lisa Sizemore

**Formal Complaints**

# of complaints filed	33
# of individual filers	27
# of repeat filers	3

**Number of Complaints by Basis of Discrimination**

Race	13
Color	3
National Origin	2
Sex	14
Religion	1
Disability	1
Age	13
Reprisal	19
Non-EEO (Sexual Orientation) (Equal Pay Act)	3

**Number of Complaints by Issues of Alleged Discrimination**

Appointment/Hire	4
Assignment of Duties	6
Awards	1
Conversion to Full-Time	0
Disciplinary Action	8
Demotion	1
Reprimand	3

Suspension	2
Removal	1
Other (Letter of Counseling)	1
Duty Hours	0
Evaluation/Appraisal	4
Examination/Test	0
Harassment	11
a. Non-sexual	10
b. Sexual	1
Medical Examination	0
Pay Including Overtime	5
Promotion/Non-Selection	8
Reassignment	4
a. Denied	3
b. Directed	1
Reasonable Accommodation	2
Reinstatement	0
Retirement	0
Termination	2
Terms/Condition of Employment	7
Time & Attendance	5
Training	3
Other	0

### Average Processing Time of Pending Complaints

	#	APT
<b>1. All complaints pending during fiscal year</b>		
Investigation	56	155
Final Agency Action	28	80
<b>2. Complaints in which a hearing is not requested</b>		
Investigation	20	142

Final Agency Action	19	94
<b>3. Complaints in which a hearing is requested</b>		
Investigation	35	164
Final Agency Action	9	35
<b>Number of Complaints Dismissed</b>		
	<b>#</b>	<b>APT</b>
	3	24

<b>Number of Complaints Filed Prior to Fiscal Year + Pending</b>	<b>TOTAL</b>
Pending Complaints Filed Before Fiscal Year	38
Number of Individuals	31
Number in Investigations	8
Number in FAD	11
<b>Complaints Pending in the Current Fiscal Year</b>	<b>TOTAL</b>
Number of Investigations over 180 days	17

	FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY 2004		without hearing FY 2004	
		#	%	#	%
	<b>TOTAL</b>	1		0	
<b>BASES</b>	Race	1	100		
	Color	1	100		
	National Origin				
	Sex				
	Religion				
	Disability				
	Age				
	Reprisal	1	100		

	Non-EEO				
<b>ISSUES</b>	Appointment/Hire				
	Assignments of Duties				
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				
	Harassment				
	a. Non-sexual				
	b. Sexual				
	Medical Examination				
	Pay Including Overtime				
	Promotion/Non-Selection	1	100		
	Reassignment				
	a. Denied				
	b. Directed				
	Reasonable Accommodation				
	Reinstatement				
	Retirement				
	Termination				
	Terms/Condition of Employment				
	Time & Attendance				
	Training				
	Other				