

**Department of the Interior**

**BUREAU: National Park Service**

**Equal Opportunity Data Required to be Posted by the**

**NO FEAR ACT**

**P.L. 107-174**

**Reporting Period: FY2004 4th Quarter (10/1/03 - 9/30/04)**

**Point of Contact: Dianne A. Spriggs**

**Formal Complaints**

# of complaints filed	75
# of individual filers	71
# of repeat filers	4

<b>Number of Complaints by Basis of Discrimination</b>	
Race	35
Color	17
National Origin	8
Sex	30
Religion	3

Disability	17
Age	20
Reprisal	39
Non-EEO	0

<b>Number of Complaints by Issues of Alleged Discrimination</b>	
Appointment/Hire	5
Assignment of Duties	17
Awards	3
Conversion to Full-Time	0
Disciplinary Action	
Demotion	1
Reprimand	3
Suspension	0
Removal	1
Other	9
Duty Hours	5

Evaluation/Appraisal	8
Examination/Test	0
Harassment	
a. Non-sexual	25
b. Sexual	5
Medical Examination	0
Pay Including Overtime	5
Promotion/Non-Selection	25
Reassignment	
a. Denied	3
b. Directed	4
Reasonable Accommodation	2
Reinstatement	0
Retirement	0
Termination	0
Terms/Condition of Employment	9
Time & Attendance	7
Training	8

Other	6
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<b>Average Processing Time of Pending Complaints</b>		
	<b>#</b>	<b>APT</b>
<b>1. All complaints pending during fiscal year</b>		
Investigation	41	277
Final Agency Action	49	157
<b>2. Complaints in which a hearing is not requested</b>		
Investigation	22	272
Final Agency Action	22	160
<b>3. Complaints in which a hearing is requested</b>		
Investigation	27	265
Final Agency Action	27	84
<b>Number of Complaints Dismissed</b>		
	<b>#</b>	<b>APT</b>

	13	415
<b>Number of Complaints Filed Prior to Fiscal Year + Pending</b>	<b>TOTAL</b>	
Pending Complaints Filed Before Fiscal Year	148	
Number of Individuals	124	
Number in Investigations	24	
Number in FAD	8	
<b>Complaints Pending in the Current Fiscal Year</b>	<b>TOTAL</b>	
	184	
Number of Investigations over 180 days	21	

	FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY 2004		without hearing FY 2004	
		#	%	#	%
	<b>TOTAL</b>	1		2	
<b>BASES</b>	Race				
	Color				
	National Origin				

	Sex	1	100		
	Religion				
	Disability			1	100
	Age				
	Reprisal	1	50	1	50
	Non-EEO				
<b>ISSUES</b>	Appointment/Hire				
	Assignments of Duties	1	100		
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				
	Harassment				

a. Non-sexual	1	100		
b. Sexual				
Medical Examination				
Pay Including Overtime				
Promotion/Non-Selection			1	100
Reassignment				
a. Denied				
b. Directed				
Reasonable Accommodation			1	100
Reinstatement				
Retirement				
Termination				
Terms/Condition of Employment				
Time & Attendance				
Training				
Other				