

**Department of the Interior**  
**BUREAU: Office of the Secretary**  
**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  | 18 |
| # of individual filers | 18 |
| # of repeat filers     | 0  |

**Number of Complaints by Basis of Discrimination**

|                 |   |
|-----------------|---|
| Race            | 9 |
| Color           | 3 |
| National Origin | 3 |
| Sex             | 6 |
| Religion        | 0 |
| Disability      | 3 |
| Age             | 9 |
| Reprisal        | 8 |
| Non-EEO         | 0 |

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

|                         |   |
|-------------------------|---|
| Appointment/Hire        | 1 |
| Assignment of Duties    | 0 |
| Awards                  | 2 |
| Conversion to Full-Time | 0 |
| Disciplinary Action     | 0 |

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

### Average Processing Time of Pending Complaints

|   | # | APT |
|---|---|-----|
| <b>1. All complaints pending during fiscal year</b> |   |     |

|  |          |            |
|--|----------|------------|
| Investigation  | 16       | 391        |
| Final Agency Action                                      | 8        | 421        |
| <b>2. Complaints in which a hearing is not requested</b> |          |            |
| Investigation  | 4        | 246        |
| Final Agency Action                                      | 4        | 85         |
| <b>3. Complaints in which a hearing is requested</b>     |          |            |
| Investigation  | 13       | 240        |
| Final Agency Action                                      | 4        | 50         |
| <b>Number of Complaints Dismissed</b>                    |          |            |
|  | <b>#</b> | <b>APT</b> |
|  | 0        | 0          |

|  |              |
|--|--------------|
| <b>Number of Complaints Filed Prior to Fiscal Year + Pending</b> | <b>TOTAL</b> |
| Pending Complaints Filed Before Fiscal Year                      | 24           |
| Number of Individuals  | 21           |
| Number in Investigations   | 14           |
| Number in FAD  | 4            |
| <b>Complaints Pending in the Current Fiscal Year</b>             | <b>TOTAL</b> |
| Number of Investigations over 180 days                           | 1            |

|              |   |                                       |          |  |          |
|--------------|---|---------------------------------------|----------|--|----------|
|              | <b>FINAL AGENCY ACTIONS<br/>WITH FINDINGS OF DISCRIMINATION</b> | <b>with a<br/>hearing<br/>FY 2004</b> |          | <b>without<br/>hearing<br/>FY 2004</b> |          |
|              | <b>TOTAL</b>  | 0                                     |          | 0                                      |          |
|              |   | <b>#</b>                              | <b>%</b> | <b>#</b>                               | <b>%</b> |
| <b>BASES</b> | Race  |                                       |          |  |          |

|               |                               |  |  |  |  |
|---------------|-------------------------------|--|--|--|--|
|               | Color                         |  |  |  |  |
|               | National Origin               |  |  |  |  |
|               | Sex                           |  |  |  |  |
|               | Religion                      |  |  |  |  |
|               | Disability                    |  |  |  |  |
|               | Age                           |  |  |  |  |
|               | Reprisal                      |  |  |  |  |
|               | 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       |  |  |  |  |
|               | Reassignment                  |  |  |  |  |
|               | a. Denied                     |  |  |  |  |
|               | b. Directed                   |  |  |  |  |
|               | Reasonable Accommodation      |  |  |  |  |
|               | Reinstatement                 |  |  |  |  |
|               | Retirement                    |  |  |  |  |
|               | Termination                   |  |  |  |  |
|               | Terms/Condition of Employment |  |  |  |  |
|               | Time & Attendance             |  |  |  |  |
|               | Training                      |  |  |  |  |

|  |       |  |  |  |  |
|--|-------|--|--|--|--|
|  | Other |  |  |  |  |
|--|-------|--|--|--|--|