

**Department of the Interior**  
**BUREAU: U.S. FISH AND WILDLIFE SERVICE**  
\* Equal Opportunity Data Required to be Posted by the  
**NO FEAR ACT**  
**P.L. 107-174**

**Reporting Period: FY 2000-2004**  
**Point of Contact: Lisa M. Sizemore**

<b>Formal Complaints</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
# of complaints filed	23	34	28	31	33
# of individual filers	23	33	25	28	27
# of repeat filers	0	1	3	3	3
<b># of Complaints by Basis of Discrimination</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Race	11	16	8	18	13
Color	0	0	0	4	3
National Origin	2	1	2	4	2
Sex	15	20	15	17	14
Religion	1	2	0	3	1
Disability	7	9	11	17	1
Age	10	7	11	23	13
Reprisal	16	19	14	25	19
Non-EEO	0	0	1	0	3
<b># of Complaints by Issues of Alleged Discrimination</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Appointment/Hire	0	0	0	7	4
Assignment of Duties	0	4	0	14	6
Awards	0	0	0	3	1
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					8
Demotion	0	0	0	0	1
Reprimand	0	0	0	2	3
Suspension	5	2	0	1	2
Removal	0	0	0	0	1
Other	2	0	0	0	1
Duty Hours	0	0	4	0	0

Evaluation/Appraisal	1	0	0	9	4
Examination/Test	0	0	0	0	0
Harassment					11
a. Non-sexual	25	19	20	23	10
b. Sexual	0	2	0	1	1
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	3	5
Promotion/Non-Selection	21	26	21	11	8
Reassignment					4
a. Denied	0	0	0	4	3
b. Directed	0	0	2	2	1
Reasonable Accommodation	1	1	0	0	2
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	0	7	14	4	2
Terms/Condition of Employment	0	7	0	16	7
Time & Attendance	2	6	0	3	5
Training	1	0	0	5	3
Other	4	0	0	0	0

\* Based on best available data

Average Processing Time of Pending Complaints -	FY 2000		FY 2001		FY 2002		FY 2003		FY 2004	
	#	APT								
<b>1. All complaints pending during fiscal year</b>										
Investigation	52	258	40	166	41	168	43	134	56	155
Final Agency Action	29	931	20	855	23	710	33	652	28	80
<b>2. Complaints in which a hearing is not requested</b>										
Investigation	8	239	2	137	10	325	5	125	20	142
Final Agency Action	12	95	10	104	18	93	12	117	19	94
<b>3. Complaints in which a hearing is requested</b>										
Investigation	1	353	1	351	0	0	1	204	35	164
Final Agency Action	7	40	10	18	2	10	14	18	9	35
<b># OF COMPLAINTS DISMISSED</b>										
	#	APT								

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

<b>Number of Complaints Filed Prior to Fiscal Year</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
Pending Complaints Filed Before Fiscal Year	76	62	64	53	38
Number of Individuals	55	40	46	47	31
Number in Investigations	42	10	23	16	8
Number in FAD	2	10	6	3	11
<b>Complaints Pending in Current Fiscal Year</b>					
Number of Investigations over 180 days	38	14	17	10	17

**FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION**

		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>		<b>with a hearing</b>		<b>without hearing</b>		
		<b>FY 2000</b>	<b>FY 2000</b>	<b>FY 2000</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2001</b>	<b>FY 2001</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2003</b>	<b>FY 2003</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2004</b>
	<b>TOTAL</b>	4	0	0	0	0	0	0	1	2	0											
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
<b>BASES</b>	Race									1	100					1	100					
	Color															1	100					
	National Origin																					
	Sex																					
	Religion									1	50											
	Disability																					
	Age																					
	Reprisal	4	100											1	50			1	100			
	Non-EEO																					
<b>ISSUES</b>	Appointment/Hire																					
	Assignments of Duties																					
	Awards																					
	Conversion to Full Time																					
	Disciplinary Action																					
	Demotion																					

Reprimand	1	20																		
Suspension	1	20																		
Removal																				
Duty Hours	1	20																		
Evaluation/Appraisal																				
Examination/Test																				
Harassment																				
a. Non-sexual																				
b. Sexual																				
Medical Examination																				
Pay Including Overtime																				
Promotion/Non-Selection										1	100	1	50				1	100		
Reassignment																				
a. Denied																				
b. Directed																				
Reasonable Accommodation																				
Reinstatement																				
Retirement																				
Termination																				
Terms/Condition of Employment																				
Time & Attendance																				
Training																				
Other	2	20											1	50						