

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 2000-2004
Point of Contact: Acquanetta Newson

Formal Complaints	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
# of complaints filed	33	13	21	21	18
# of individual filers	28	12	19	21	18
# of repeat filers	4	1	2	0	0

# of Complaints by Basis of Discrimination	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Race	17	14	11	10	9
Color	0	0	2	5	3
National Origin	2	1	2	8	3
Sex	28	9	20	13	6
Religion	0	0	1	1	0
Disability	18	11	10	2	3
Age	17	8	9	13	9
Reprisal	32	13	15	14	8
Non-EEO	0	0	0	0	0

# of Complaints by Issues of Alleged Discrimination	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Appointment/Hire	0	0			1
Assignment of Duties	2	0	2	0	0
Awards	2	3	0	1	2
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	0	1
Reprimand	4	0	0	0	0
Suspension	0	0	2	0	0
Removal	0	0	0	0	0
Other	1	0	0	0	0
Duty Hours	0	0	0	0	1

Evaluation/Appraisal	0	0	3	1	2
Examination/Test	0	0	0	0	0
Harassment					
a. Non-sexual	15	13	5	4	4
b. Sexual	3	0	2	0	1
Medical Examination	0	0	0	0	1
Pay Including Overtime	0	0	0	0	0
Promotion/Non-Selection	40	12	31	17	8
Reassignment					
a. Denied	0	0	4	0	0
b. Directed	1	0	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	3	0
Termination	1	8	0	1	1
Terms/Condition of Employment	1	0	0	0	0
Time & Attendance	0	0	0	0	0
Training	6	0	8	8	1
Other	1	16	14	0	5

* Based on best available data

Average Processing Time of Pending Complaints -	FY 2000		FY 2001		FY 2002		FY 2003		FY 2004	
	#	APT								
1. All complaints pending during fiscal year										
Investigation	37	212	29	204	21	133	21	204	16	391
Final Agency Action	18	478	9	991	18	676	15	271	8	421
2. Complaints in which a hearing is not requested										
Investigation	4	491	7	231	7	264	2	213	4	246
Final Agency Action	5	107	10	44	10	64	2	94	4	85
3. Complaints in which a hearing is requested										
Investigation	1	278	1	211	0	0	0	0	13	240
Final Agency Action	4	24	2	25	5	29	4	21	4	50
# OF COMPLAINTS DISMISSED										

#	APT								
6	379	9	578	1	45	8	65	0	0

- 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.

Number of Complaints Filed Prior to Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Pending Complaints Filed Before Fiscal Year	29	35	25	21	24
Number of Individuals	23	26	19	17	21
Number in Investigations	15	22	4	6	14
Number in FAD	4	4	2	3	4
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	9	1	1	11	1

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing		without hearing		with a hearing		without hearing		with a hearing		without hearing		with a hearing		without hearing		with a hearing		Without Hearing	
		FY 2000	FY 2000	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004	FY 2000	FY 2000	FY 2001	FY 2001	FY 2002	FY 2002	FY 2003	FY 2003	FY 2004	FY 2004
TOTAL		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race																				
	Color																				
	National Origin																				
	Sex																				
	Religion																				
	Disability																				
	Age																				
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