

**Department of the Interior**  
**BUREAU: U.S. GEOLOGICAL SURVEY**

\* Equal Opportunity Data Required to be Posted by the **NO FEAR ACT**  
**P.L. 107-174**

**Reporting Period: FY 1999-2003**

**Point of Contact:**

**Date:**

**Formal Complaints**

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	21	25	21	19	18
# of individual filers	18	24	21	19	18
# of repeat filers	2	2	0	0	0

**# of Complaints by Basis of Discrimination**

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	11	12	4	9	5
Color	0	0	0	5	2
National Origin	4	3	0	3	4
Sex	18	18	11	7	6
Religion	0	0	0	0	3
Disability	22	5	6	8	8
Age	9	22	4	13	6
Reprisal	24	17	17	11	17
Non-EEO	0	0	0	0	0

**# of Complaints by Issues of Alleged Discrimination**

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	0	0	0	0	0
Assignment of Duties	13	7	3	2	6
Awards	6	5	0	0	1
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	0	0
Reprimand	6	0	2	3	0
Suspension	3	5	0	0	0
Removal	0	0	0	2	0
Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	12	6	4	4	5
Examination/Test	0	0	0	0	0
Harassment					

a. Non-sexual	4	0	9	2	0
b. Sexual	0	0	5	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	3	0	0	0
Promotion/Non-Selection	23	13	8	10	13
Reassignment					
a. Denied	0	0	0	0	0
b. Directed	1	0	1	0	0
Reasonable Accommodation	4	0	0	2	0
Reinstatement	0	0	0	0	0
Retirement	0	16	0	0	0
Termination	6	8	0	1	5
Terms/Condition of Employment	0	8	0	0	0
Time & Attendance	5	5	4	11	4
Training	5	9	2	0	1
Other	0	0	5	12	10

\* Based on best available data

<b>Average Processing Time of Pending Complaints -</b>	<b>FY 1999</b>		<b>FY 2000</b>		<b>FY 2001</b>		<b>FY 2002</b>		<b>FY 2003</b>	
<b>1. All complaints pending during fiscal year</b>										
	<b>#</b>	<b>APT</b>								
Investigation	33	326	46	314	26	165	28	158	28	205
Final Agency Action	8	544	19	574	12	849	8	864	14	551
<b>2. Complaints in which a hearing is not requested</b>										
Investigation	2	366	6	279	5	239	4	192	5	171
Final Agency Action	5	136	10	131	8	60	6	79	7	96
<b>3. Complaints in which a hearing is requested</b>										
Investigation	0	0	2	326	0	0	0	0	0	0
Final Agency Action	1	59	6	40	2	26	2	18	4	23
<b># OF COMPLAINTS DISMISSED</b>										
	<b>#</b>	<b>APT</b>								
	4	180	5	500	8	537	3	101	0	0

**NOTE:**

- 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 1999</b>	<b>FY 2000</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>
Pending Complaints Filed Before Fiscal Year	33	43	38	26	27
Number of Individuals	27	32	21	19	18
Number in Investigations	17	25	15	13	1
Number in FAD	2	2	3	1	0
<b>Complaints Pending in Current Fiscal Year</b>					
Number of Investigations over 180 days	17	5	9	10	18

**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				
		FY 1999		FY 1999		FY 2000		FY 2000		FY 2001		FY 2001		FY 2002		FY 2002		FY 2003		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
<b>TOTAL</b>		0		0		1		0		1		0		0		0		0		0
<b>BASES</b>	Race																			
	Color																			
	National Origin																			
	Sex									1	100									
	Religion																			
	Disability					1	100													
	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									1	100									

Examination/Test																				
Harassment																				
a. Non-sexual																				
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Pay Including Overtime																				
Promotion/Non-Selection																				
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a. Denied																				
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Reasonable Accommodation					1	100														
Reinstatement																				
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