

U.S. OFFICE OF PERSONNEL MANAGEMENT
Data Posted Pursuant to Section 301 of the Notification and
Federal Employee Antidiscrimination and Retaliation Act of
2002

Internal Complaint Activity

Data as of September 30, 2004 – End of Fourth Quarter FY 2004

Title III, Section 301(b)(1-3) Complaint Activity	FY2004	2003	2002	2001	2000	1999
Number of complaints filed in FY	66	28	19	28	35	31
Number of individuals filing those complaints (including as the agent of a class)	66	28	18	28	30	29
Number of individuals who filed 2 or more complaints	00	00	*	*	*	*
Title III, Section 301(b)(4) Complaint by Bases	FY2004	2003	2002	2001	2000	1999
Race	51	07	09	11	14	08
Color	00	00	00	*	*	*
Religion	06	01	02	02	02	00
Reprisal	07	09	04	15	19	31
Sex	21	07	10	12	17	13
National Origin	45	02	03	03	08	04
Equal Pay Act	00	00	00	00	00	00
Age	14	13	08	05	13	04
Disability	05	12	08	11	17	17

* Data unavailable.

Title III, Section 301(b)(5) Complaint by Issues	FY2004	2003	2002	2001	2000	1999
Appointment/Hire	00	00	00	01	00	10
Assignment of Duties	00	01	01	02	00	00
Awards	00	00	00	00	00	00
Conversion to Full Time	00	00	00	00	00	00
Disciplinary Action	00	01	01	04	07	00
(1) Demotion	00	00	00	00	00	00
(2) Reprimand	00	00	00	00	07	00
(3) Suspension	00	00	00	01	00	00
(4) Removal	00	01	01	03	00	00
(5) Other	00	00	00	00	00	00
Duty Hours	00	00	00	00	00	00
Evaluation/Appraisal	00	00	00	03	05	12
Examination/Test	04	00	00	00	00	05
Harassment	02	05	04	02	04	03
(1) Non-Sexual	01	04	03	02	02	01
(2) Sexual	01	01	01	00	02	02
Medical Examination	00	00	00	00	00	00
Pay (Including Overtime)	00	00	00	01	00	00
Promotion/Non-Selection	06	12	07	06	15	25

Reassignment	00	00	00	00	02	03						
(1) Denied	00	00	00	00	02	03						
(2) Directed	00	00	00	00	00	00						
Reasonable Accommodation	00	03	02	06	02	00						
Reinstatement	00	00	01	00	00	00						
Retirement	47	04	00	10	02	00						
Termination	03	00	02	00	00	00						
Terms/Conditions of Employment	00	01	00	00	01	00						
Time and Attendance	00	00	00	00	00	00						
Training	01	01	00	00	00	00						
Other	01	08	04	13	10	23						
Title III, Section 301 (b) (6) (A-C) Average Processing Time of Pending Complaints (In Days)	FY2004	2003	2002	2001	2000	1999						
Written Notification (Acknowledge)	52.53	25.00	76.25	0.00	180.00	221.20						
Accept/Investigations	164.58	277.00	0.00	140.00	270.00	324.10						
Hearings	840.06	668.75	770.00	218.38	270.00	451.10						
Final Agency Decisions (Not Including Dismissals)	24 (587.83)	18 (708.94)	24 (773.67)	28 (201.32)	18 (213.00)	05 (153.20)						
Without a hearing	10 (278.70)	13 (667.31)	11 (642.00)	18 (139.77)	10 (99.90)	03 (468.00)						
With a hearing	10 (920.80)	03 (1474.33)	04 (1295.50)	00 0.00	00 0.00	00 0.00						
Withdrawals	03 (487.00)	01 (764.00)	04 (738.00)	04 (11.50)	03 (110.33)	00 0.00						
Settlements	01 (652.00)	01 (91.00)	05 (674.40)	06 (446.83)	05 (500.80)	02 (298.00)						
Total Number of Complaints Dismissed	10	13	03	09	10	25						
Average Number of days pending prior to dismissal	278.70	667.31	302.00	154.44	99.90	167.00						
Title III, Section 301(b) (7) Total Number of final agency decisions render in FY involving a findings of discrimination	FY2004	2003	2002	2001	2000	1999						
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of findings	00	0.0	01	100	01	100	00	0.0	00	0.0	00	0.0
a. Without a hearing	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
b. With a hearing	00	0.0	01	100	01	100	00	0.0	00	0.0	00	0.0
Title III, Section 301 (b) (8) Findings of discrimination rendered by bases	FY2004	2003	2002	2001	2000	1999						
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of findings	00	0.0	01	100	01	100	00	0.0	00	0.0	00	0.0
Number rendered without a hearing	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Number rendered with a hearing	00	0.0	01	100	01	100	0.0	0.0	0.0	0.0	0.0	0.0
Race	00	0.0	00	0.0	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Color	00	0.0	00	0.0	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Religion	00	0.0	00	0.0	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Reprisal	00	0.0	00	0.0	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sex	00	0.0	01	100	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
National Origin	00	0.0	00	0.0	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Equal Pay Act	00	0.0	00	0.0	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Age	00	0.0	00	0.0	00	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Disability	00	0.0	00	0.0	01	100	00	0.0	00	0.0	00	0.0

Title III, Section 301(b)(9)(A)(B) Findings of discrimination rendered by issues	FY2004		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of findings	00	0.0	01	100	01	100	00	0.0	00	0.0	00	0.0
Number rendered without a hearing	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Number rendered with a hearing	00	0.0	01	100	01	100	00	0.0	00	0.0	00	0.0
Appointment/Hire	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Assignment of Duties	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Awards	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Conversion to Full Time	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Disciplinary Action	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(1) Demotion	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(2) Reprimand	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(3) Suspension	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(4) Removal	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(5) Other	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Duty Hours	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Evaluation/Appraisal	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Examination/Test	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Harassment	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(1) Non-Sexual	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(2) Sexual	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Medical Examination	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Pay (Including Overtime)	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Promotion/Non-Selection	00	0.0	01	100	00	0.0	00	0.0	00	0.0	00	0.0
Reassignment	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(1) Denied	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
(2) Directed	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Reasonable Accommodation	00	0.0	00	0.0	01	100	00	0.0	00	0.0	00	0.0
Reinstatement	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Termination	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Terms/Condition of Employment	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Time and Attendance	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Training	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Other	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0	00	0.0
Title III, Section 301(b)(10)(A-C) Complaints Pending From Previous Fiscal Year By Status	FY2004	2003	2002	2001	2000	1999						
Total complaints from previous FY	60	42	31	35	47	63						
Total complainants	28	28	18	28	30	29						
Number of complaints pending [as of 9/30]:	85	42	31	35	47	35						
Written Notification	15	02	08	00	07	11						
Investigations	45	02	00	01	07	08						
Hearings	18	20	19	18	29	12						
Final Agency Decisions	07	18	04	16	04	04						
Complaint Investigations	FY2004 end of 4th Qtr	2003	2002	2001	2000	1999						
Number of investigations completed during FY	10	17	10	35	47	17						
Number of complaints not investigated within the requirements of 1614.106(e)(2) of title 29 CFR	09	17	10	35	47	17						