## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: NASA Center Complaint Activity George C. Marshall Space Flight Center

Data as of June 30, 2004 - End of 3rd Quarter FY 2004

29 CFR §1614.704(a) - (c)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data								
Complaint Activity	FY2004 end of 3 <sup>rd</sup> Qtr	2003	2002	2001	2000	1999					
Number of Complaints Filed in FY 1614.704(a)	4	17	14	12	6	7					
Number of Complainants 1614.704(b)	4	10	13	9	5	5					
Repeat Filers 1614.704(c)	0	2	1	2	1	1					

29 CFR §1614.704(d)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data							
Complaints by Basis	FY2004 end of 3 <sup>rd</sup> Qtr	2003	2000	1999						
Race	4	13	10	7	4	4				
Color	1	8	3	3	2	2				
Religion	0	5	1	5	3	2				
National Origin	1	5	2	3	3	1				
Sex (including complaints filed under Equal Pay Act)	3	9	7	8	2	5				
Disability	1	10	3	5	3	3				
Age	2	11	6	8	4	5				
Reprisal	1	8	5	9	4	4				
Other	0	0	0	0	0	0				

29 CFR \$1614.704(e)			29 CFR §16 Previo	14.705 Comp ous Fiscal Yea	arative Data r Data	
Complaints by Issue	FY2004 end of 3 <sup>rd</sup> Qtr	2003	2002	2001	2000	1999
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	2	0	0	0
Awards	0	5	2	1	2	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	•	-				
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	1	0	0	1
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	0	0	0	1	0
Examination/Test	0	0	0	0	0	0
Harassment	•					
Non-Sexual	1	0	0	1	1	0
Sexual	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	0	0	0	0
Promotion/Non-Selection	3	12	10	7	5	4
Reassignment	*	-		,		
Denied	0	0	0	0	0	0
Directed	0	0	1	0	0	0
Reasonable Accommodation	1	1	1	1	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	1	0	0	0	0	0
Time and Attendance	1	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	3	0	2	0	2

29 CFR §1614.704(f)						
Processing Time 'post the average length of time it takes to complete each step of the process for that is pending during any time of the then fiscal year		FY2004 end of 3 <sup>rd</sup> Qtr				
		Number Average Da				
All complaints pending in Investigative Stage	1614.704(f)(1)	4	123.25			
All complaints pending in Final Agency Action Stage		16	360.06			
All complaints pending in which Hearing was not requested	1614.704(f)(2)	15	205.2			
Time in Investigation Stage		4	123.25			
Time to issue Final Agency Action		11	235			
All complaints pending in which a Hearing was requested	1614.704(f)(3)	5	635.2			
Time in Investigation Stage		0	0			
Time to issue Final Agency Action		5	635.2			

29 CFR §1614.704(g)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data							
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY2004 end of 3 <sup>rd</sup> Qtr	2003	2002	2001	2000	1999				
Total Complaints Dismissed by Agency	2	1	4	4	2	0				
Average days pending prior to dismissal	351.00	76.00	141.00	374.50	55.00	-				

29 CFR §1614.704(h)	29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data										
Total Final Agency Actions Finding Discrimination	FY2004 end of 3 <sup>rd</sup> Qtr		end of		2003		2002		2001		2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings 704(h)(1)	2	100	0		1	100	1	100	0		0			
Without Hearing 704(h)(2)	2	100	0		0		0		0		0			
With Hearing 704(h)(3)	0		0		1	100	1	100	0		0			

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Basis	FY2004 end of 3 <sup>rd</sup> Qtr		2003		2002		2001		01 2000		1999	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	2	100	0		1	100	1	100	0		0	
Number Findings Rendered Without Hearing 704(i)(2)	2	100	0		0		0		0		0	
Number Findings Rendered After Hearing 704(i)(3)	0		0		1	100	1	100	0		0	
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Sex (include Equal Pay Act)	2	50	0		0		0		0		0	
Disability	0		0		1	100	0		0		0	
Age	2	50	0		0		1	100	0		0	
Reprisal	0		0		0		0		0		0	

29 CFR §1614.704(j)					29 C	FR §161	4.705	Compa	rativ	e Data		
Findings of Discrimination Rendered by Issue		72004				Previou	ıs Fis	cal Year	· Data	a		
	3 <sup>rd</sup>	nd of <sup>d</sup> Qtr	20	003	2002		2001		2000		19	999
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	2	100	0		1	100	1	100	0		0	
Findings Without Hearing 704(j)(2)	2	100	0		0		0		0		0	
Findings After Hearing 704(j)(3)	0		0		1	100	1	100	0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
Disciplinary Action									,			
Demotion	0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0	
Examination/Test	0		0		0		0		0		0	
Harassment										•		
Non-Sexual	0		0		0		0		0		0	
Sexual	0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0	
Promotion/Non-Selection	2	100	0		0		1	100	0		0	
Reassignment			,	,	,			,	,	•		
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	0		0		1	100	0		0		0	
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0	

Training	0	0	0	0	0	0	
Other	0	0	0	0	0	0	

29 CFR §1614.704(k)			29 CFR §1614.705 Comparative Data							
Complaints Pending From Previous Fiscal Years by Status	FY2004	Previous Fiscal Year Data								
	end of 3 <sup>rd</sup> Qtr	2003	2002	2001	2000	1999				
Total complaints from previous Fiscal Years 704(k)(1)	23	16	12	6	11	15				
Total Complainants 704(k)(2)	14	15	10	6	7	10				
Number complaints pending [as of 9/30]: 704(k)(3)										
Investigation	4	7	7	3	6	10				
ROI issued, pending Complainant's action	7	2	2	0	1	3				
Hearing	3	3	2	1	1	0				
Final Agency Action	9	4	1	2	2	2				
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0				

29 CFR §1614.704(l)			CFR §161 Previou	4.705 Comp s Fiscal Ye		ıta
Complaint Investigations	FY2004 end of 3 <sup>rd</sup> Qtr	2003	2002	2001	2000	1999
Number Pending Completion of Investigation	4	4	7	7	3	6
Pending Investigations Over Required Time Frames	0	4	0	3	1	4

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