

U. S. DEPARTMENT OF COMMERCE No FEAR ACT EEO COMPLAINT DATA

Bureau of the Census (including Decennial 2000 Complaint Data)
Updated: July 9, 2004

Notes:

- This is an interim report. It will be revised upon publication of the Equal Employment Opportunity Commission (EEOC) final rule.
- Data for dismissals includes complaints dismissed prior to investigation and complaints dismissed in later proceedings.

1. NUMBER OF COMPLAINTS

Number of Complaints	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Pending at the beginning of the FY	284	n/a	n/a	n/a	n/a	n/a
Filed in the FY	30	32	83	159	1295	234
Closed in the FY	247	236	212	682	481	132
Pending at any time in the FY	314	n/a	n/a	n/a	n/a	n/a

2. NUMBER OF COMPLAINANTS

Number of Complainants	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Who had a complaint pending	234	n/a	n/a	n/a	n/a	n/a
Who filed a complaint	30	48	72	151	1217	216
Who filed 2 or more complaints	0	3	8	8	22	18

3. BASES OF COMPLAINTS

Bases of Complaints	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Race	16	28	37	98	499	104
Color	1	5	13	61	167	34
Religion	2	3	8	70	100	22
National Origin	2	3	9	62	120	31
Sex	13	17	34	55	422	88
Disability	12	18	20	90	247	54
Age	16	28	32	57	379	84

Bases of Complaints	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Reprisal	18	25	44	69	492	109
Equal Pay	0	0	0	0	2	0
Other	2	0	0	0	0	0
TOTALS	82	127	197	562	2428	526

4. ISSUES IN COMPLAINTS

Issues in Complaints	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY1999
Appointment/ Hire	1	5	6	29	189	38
Assignment of Duties	4	5	6	15	105	24
Awards	5	2	4	6	8	4
Conversion to Full Time	0	0	0	1	0	0
Discipline						
a. Demotion	1	0	1	2	54	5
b. Reprimand	0	1	3	2	15	9
c. Suspension	0	3	1	3	8	3
d. Removal	0	0	0	0	0	0
e. Other	0	1	0	0	0	0
Duty Hours	0	1	0	0	3	0
Evaluation/Appraisal	0	4	5	5	5	17
Examination/Test	0	0	0	0	10	1
Harassment						
a. Non-sexual	12	19	15	19	250	57
b. Sexual	0	3	3	6	50	11
Medical Examination	0	0	0	0	0	0
Pay, including OT	1	0	1	8	3	7
Promotion/ Non-selection	8	12	30	20	87	39
Reassignment						
a. Requested	1	1	0	0	4	4
b. Directed	0	0	3	3	8	3
Reasonable Accommodation	1	4	4	4	27	6
Reinstatement	0	0	0	0	0	1
Retirement	1	0	1	0	0	1
Termination	3	6	10	38	659	96
Terms/Conditions	2	0	1	5	21	8
Time & Attendance	3	5	1	1	15	17
Training	2	0	2	5	19	10
Other	2	5	1	10	38	17
TOTALS	47	77	98	182	1578	378

5. COMPLAINTS PENDING BY STATUS

Complaints Pending by Status	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Investigation	40	n/a	n/a	n/a	n/a	n/a
Hearing	52	n/a	n/a	n/a	n/a	n/a
Final Agency Action	33	n/a	n/a	n/a	n/a	n/a
Appeal	33	n/a	n/a	n/a	n/a	n/a
Accept/Dismiss	10	n/a	n/a	n/a	n/a	n/a
TOTALS	174	n/a	n/a	n/a	n/a	n/a

6. AVERAGE DAYS PROCESSING TIME OF PENDING COMPLAINTS FROM DATE FORMAL COMPLAINT FILED

Average Days Processing Time of Pending Complaints from Date Formal Complaint Filed	FY 2004 end of 3 rd Quarter
Investigation	456
a. Hearing Requested	338
b. No Hearing	468
Final Agency Action	832
a. With Hearing	705
b. Without Hearing	960

7. INVESTIGATIONS PENDING OVER 180 DAYS

Pending Investigations	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
No. of Investigations pending over 180 days	33	n/a	n/a	n/a	n/a	n/a

8. COMPLAINTS DISMISSED

Complaints Dismissed	FY 2004 end of 3 rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
No. of Complaints	11	9	25	418	290	77
Average Days Pending	249	220	207	194	105	85

9. FINDINGS OF DISCRIMINATIONS AS % OF TOTAL COMPLAINTS PENDING

Findings of Discrimination as % of Total Complaints Pending	FY 2004 end of 3 rd Quarter		FY 2003		FY 2002		FY 2001		FY 2000		FY 1999	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
With Hearing	1	>1	0	0	1	>1	0	0	0	0	0	0
Without Hearing	0	0	1	>1	0	0	0	0	0	0	5	>1
TOTALS	1	>1	1	>1	1	>1	0	0	0	0	5	>1

10. FINDINGS OF DISCRIMINATION BY BASIS

Findings of Discrimination By Basis	FY 2004 end of 3 rd Quarter		FY 2003		FY 2002		FY 2001		FY 2000		FY 1999	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	1	>1	1	>1	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	>1	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	5	>1
Reprisal	1	>1	1	>1	0	0	0	0	0	0	0	0
Equal Pay	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	2	>1	2	>1	1	>1	0	0	0	0	5	>1

11. FINDINGS OF DISCRIMINATION BY ISSUE

Findings of Discrimination by Issue	FY 2004 end of 3 rd Quarter		FY 2003		FY 2002		FY 2001		FY 2000		FY1999	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Appointment/ Hire	0	0	0	0	1	>1	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Discipline												
a. Demotion	0	0	0	0	0	0	0	0	0	0	0	0
b. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
c. Suspension	0	0	0	0	0	0	0	0	0	0	0	0
d. Removal	0	0	0	0	0	0	0	0	0	0	0	0
e. Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
a. Non-sexual	0	0	1	>1	0	0	0	0	0	0	0	0
b. Sexual	1	>1	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay, including OT	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/ Non-selection	0	0	0	0	0	0	0	0	0	0	5	>1
Reassignment												
a. Requested	0	0	0	0	0	0	0	0	0	0	0	0
b. Directed	1	>1	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination by Issue	FY 2004 end of 3 rd Quarter		FY 2003		FY 2002		FY 2001		FY 2000		FY1999	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Terms/Conditions	0	0	0	0	0	0	0	0	0	0	0	0
Time & Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	2	>1	1	>1	1	>1	0	0	0	0	5	>1