

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

National Oceanic & Atmospheric Administration (NOAA)
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 3rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Pending at the beginning of the FY	101	n/a	n/a	n/a	n/a	n/a
Filed in the FY	26	36	40	35	33	52
Closed in the FY	27	46	42	35	48	52
Pending at any time in the FY	126	n/a	n/a	n/a	n/a	n/a

2. NUMBER OF COMPLAINANTS

Number of Complainants	FY 2004 end of 3rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Who had a complaint pending	88	n/a	n/a	n/a	n/a	n/a
Who filed a complaint	26	36	38	32	35	32
Who filed 2 or more complaints	0	0	2	2	5	9

3. BASES OF COMPLAINANTS

Bases of Complaints	FY 2004 end of 3rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Race	10	18	20	16	13	24
Color	3	5	2	4	4	5
Religion	1	5	3	3	3	2
National Origin	3	3	5	5	3	4
Sex	6	9	9	10	10	27
Disability	8	9	5	8	8	15

Bases of Complaints	FY 2004 end of 3rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Age	8	14	13	9	10	15
Reprisal	11	12	20	16	18	26
Equal Pay	0	0	0	0	0	2
Other	0	0	0	0	0	0
TOTALS	50	75	77	71	69	120

4. ISSUES IN COMPLAINANTS

Issues in Complaints	FY 2004 end of 3rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY1999
Appointment/ Hire	0	1	0	2	1	1
Assignment of Duties	4	6	7	2	6	7
Awards	2	3	2	3	0	4
Conversion to Full Time	0	0	0	0	0	0
Discipline						
a. Demotion	0	0	2	1	0	0
b. Reprimand	1	2	1	1	2	3
c. Suspension	0	1	1	3	2	3
d. Removal	0	0	0	0	0	0
e. Other	0	3	0	0	0	0
Duty Hours	1	0	0	0	0	0
Evaluation/Appraisal	0	1	4	4	4	4
Examination/Test	0	0	0	0	0	0
Harassment						
a. Non-sexual	9	13	13	9	13	20
b. Sexual	1	0	1	0	2	2
Medical Examination	0	0	0	0	0	0
Pay, including OT	0	0	1	0	1	1
Promotion/ Non-selection	12	14	17	9	16	17
Reassignment						
a. Requested	0	1	1	0	1	2
b. Directed	0	1	0	0	1	2
Reasonable Accommodation	4	5	2	4	1	5
Reinstatement	0	1	0	0	1	1
Retirement	0	1	0	0	0	0
Termination	3	1	2	2	4	4
Terms/Conditions	1	1	2	5	0	3
Time & Attendance	4	6	0	1	3	6
Training	4	3	4	5	2	2
Other	3	3	0	10	3	5
TOTALS	49	67	60	61	63	92

5. COMPLAINTS PENDING BY STATUS

Complaints Pending by Status	FY 2004 end of 3rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Investigation	38	n/a	n/a	n/a	n/a	n/a
Hearing	16	n/a	n/a	n/a	n/a	n/a
Final Agency Action	4	n/a	n/a	n/a	n/a	n/a
Appeal	5	n/a	n/a	n/a	n/a	n/a
Accept/Dismiss	11	n/a	n/a	n/a	n/a	n/a
TOTALS	74	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 3rd Quarter
Investigation	407
a. Hearing Requested	519
b. No Hearing	400
Final Agency Action	812
a. With Hearing	686
b. Without Hearing	938

7. INVESTIGATIONS PENDING OVER 180 DAYS

Pending Investigations	FY 2004 end of 3rd 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 3rd Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
No. of Complaints	4	7	7	3	6	12
Average Days Pending	238	96	150	136	122	175

9. FINDINGS OF DISCRIMINATIONS AS % OF TOTAL COMPLAINTS PENDING

Findings of Discrimination as % of Total Complaints Pending	FY 2004 end of 3rd Quarter		FY 2003		FY 2002		FY 2001		FY 2000		FY 1999	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Without Hearing	0	0	2	>1	0	0	1	>1	0	0	0	0
TOTALS	0	0	2	>1	0	0	1	>1	0	0	0	0

10. FINDINGS OF DISCRIMINATION BY BASIS

Findings of Discrimination By Basis	FY 2004 end of 3rd 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	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	>1	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	>1	0	0	0	0
Reprisal	0	0	0	0	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	0	0	1	>1	0	0	1	>1	0	0	0	0

11. FINDINGS OF DISCRIMINATION BY ISSUE

Findings of Discrimination by Issue	FY 2004 end of 3rd Quarter		FY 2003		FY 2002		FY 2001		FY 2000		FY1999	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Appointment/ Hire	0	0	0	0	0	0	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	0	0	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	1	>1	0	0	0	0
Reassignment												
a. Requested	0	0	0	0	0	0	0	0	0	0	0	0
b. Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	>1	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 3rd 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	0	0	2	>1	0	0	1	>1	0	0	0	0