



U.S. Department of Energy

No Fear Act Report Third Quarter Cumulative EEO Data

October 31, 2003 through June 30, 2004

I. Complaint Activity: 29 CFR §1614.704(a) – (c)

	Number/Totals
Complaints Filed in FY: 1614.704(a)	67
Individual Filers (Complainants): 1614.704(b)	62
Repeat Filers: 1614.704(c)	4

II. Complaints by Basis: 29 CFR §1614.704(d)

Basis	Number/Totals
Age	31
Color	7
Disability	9
National Origin	10
Race	22
Religion	2
Reprisal	23
Sex (Includes Complaints Filed Under Equal Pay Act)	20
Other	0



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III. Complaints by Issue: 29 CFR §1614.704(e)

Issue	Number/Totals
Appointment/Hire	8
Assignment of Duties	8
Awards	1
Conversion to Full-Time	0
Disciplinary Actions --	3
Demotion	0
Reprimand	(2)
Suspension	0
Removal	(1)
Other	0
Duty Hours	0
Evaluation/Appraisal	8
Examination/Test	0
Harassment – Non-Sexual	4
Harassment – Sexual	0
Medical Examination	0
Pay Including Overtime	1
Promotion/Non-Selection	17
Reassignment – Denied	0
Reassignment – Directed	0
Reasonable Accommodation	2
Reinstatement	1



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Retirement	1
Termination	3
Terms/Conditions of Employment	5
Time and Attendance	1
Training	4
Other	0



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IV. Average Processing Time: 29 CFR §1614.704(f)

Complaints	Cases	Average Days
All Complaints Pending in Investigative Stage: 1614.704(f)(1)	52	319
All Complaints Pending in Final Agency Action Stage: 1614.704(f)(1)	13	436
All Complaints Pending in which a Hearing was not Requested: 1614.704(f)(2)	1	
Time in Investigative Stage: 1614.704(f)(2)		N/A
Time to Issue Final Agency Action: 1614.704(f)(2)		N/A
All Complaints Pending in which a Hearing was Requested: 1614.704(f)(3)	49	784
Time in Investigative Stage: 1614.704(f)(3)	0	0
Time to Issue Final Agency Action: 1614.704(f)(3)	0	0

V. Complaints Dismissed by Agency Pursuant to 29 CFR §1614.107(g)

Complaints	Totals/Average
Total Complaints Dismissed by Agency	18
Average Days Pending Prior to Dismissal	547



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VI. Total Final Agency Actions Finding Discrimination: 29 CFR §1614.704(h)

Findings		Number/Totals
Total Findings: 1614.704(h)(1)		3
	Without Hearing: 1614.704(h)(2)	
	With Hearing: 1614.704(h)(3)	3

VII. Findings of Discrimination Rendered By Basis: 29 CFR §1614.704(i)

Basis Findings		Number/Totals
Total Findings: 1614.704(i)(1)		3
	Without Hearing: 1614.704(i)(2)	0
	After Hearing: 1614.704(i)(3)	3

VIII. Findings of Discrimination Rendered by Issue: 29 CFR §1614.704(j)

Issue Findings		Number/Totals
Total Findings: 29 CFR §1614.704(j)(1)		2
	Without Hearing: 29 CFR §1614.704(j)(2)	0
	After Hearing: 29 CFR §1614.704(j)(3)	2



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IX. Pending Complaints from Previous Fiscal Years by Status: 29 CFR §1614.704(k)

Complaints	Number
Total Complaints from Previous Fiscal Years: 29 CFR §1614.704(k)(1)	148
Total Complainants: 29 CFR §1614.704(j)(2)	N/A

X. Pending Complaints (as of 9/30/03): 29 CFR §1614.704(k)(3)

Complaints	Number
Pending Written Notification	12
Investigation	52
Hearings	69
Final Agency Action	15
Appeal with EEOC Office of Federal Operations	28



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XI. Complaint Investigations: 29 CFR §1614.704(l)

Complaints	Number/Totals
Pending Completion of Investigation	52
Pending Investigations Over Required Time Frames	N/A