

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

National Oceanic & Atmospheric Administration (NOAA)
Updated: January 28, 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 as of 1 st 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	11	36	40	35	33	52
Closed in the FY	0	46	42	35	48	52
Pending at any time in the FY	112	n/a	n/a	n/a	n/a	n/a

2. NUMBER OF COMPLAINANTS

Number of Complainants	FY 2004 as of 1 st 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	11	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 as of 1 st Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Race	4	18	20	16	13	24
Color	3	5	2	4	4	5
Religion	1	5	3	3	3	2
National Origin	1	3	5	5	3	4
Sex	3	9	9	10	10	27
Disability	4	9	5	8	8	15
Age	3	14	13	9	10	15
Reprisal	5	12	20	16	18	26

Bases of Complaints	FY 2004 as of 1 st Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Equal Pay	0	0	0	0	0	2
Other	0	0	0	0	0	0
TOTALS	24	75	77	71	69	120

4. ISSUES IN COMPLAINTS

Issues in Complaints	FY 2004 as of 1 st Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY1999
Appointment/ Hire	0	1	0	2	1	1
Assignment of Duties	1	6	7	2	6	7
Awards	1	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	0	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	0	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	2	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	4	14	17	9	16	17
Reassignment						
a. Requested	0	1	1	0	1	2
b. Directed	0	1	0	0	1	2
Reasonable Accommodation	2	5	2	4	1	5
Reinstatement	0	1	0	0	1	1
Retirement	0	1	0	0	0	0
Termination	1	1	2	2	4	4
Terms/Conditions	0	1	2	5	0	3
Time & Attendance	1	6	0	1	3	6
Training	0	3	4	5	2	2
Other	0	3	0	10	3	5
TOTALS	13	67	60	61	63	92

5. COMPLAINTS PENDING BY STATUS

Complaints Pending by Status	FY 2004 as of 1 st Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
Investigation	35	n/a	n/a	n/a	n/a	n/a
Hearing	13	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	6	n/a	n/a	n/a	n/a	n/a
Accept/Dismiss	14	n/a	n/a	n/a	n/a	n/a
TOTALS	75	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 as of 1 st Quarter
Investigation	522
a. Hearing Requested	280
b. No Hearing	405
Final Agency Action	655
a. With Hearing	442
b. Without Hearing	868

7. INVESTIGATIONS PENDING OVER 180 DAYS

Pending Investigations	FY 2004 as of 1 st Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
No. of Investigations pending over 180 days	34	n/a	n/a	n/a	n/a	n/a

8. COMPLAINTS DISMISSED

Complaints Dismissed	FY 2004 as of 1 st Quarter	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
No. of Complaints	1	7	7	3	6	12
Average Days Pending	100	96	150	136	122	175

9. FINDINGS OF DISCRIMINATIONS AS % OF TOTAL COMPLAINTS PENDING

Findings of Discrimination as % of Total Complaints Pending	FY 2004 as of 1 st 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 as of 1 st 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	2	>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	2	>1	0	0	1	>1	0	0	0	0

11. FINDINGS OF DISCRIMINATION BY ISSUE

Findings of Discrimination by Issue	FY 2004 as of 1 st 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	2	>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	2	>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
Terms/Conditions	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination by Issue	FY 2004 as of 1 st Quarter		FY 2003		FY 2002		FY 2001		FY 2000		FY1999	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
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	4	>1	0	0	1	>1	0	0	0	0