

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DOS Internal Complaint Activity

1st QTR 2006 – October, November and December 2005

29 C.F.R. § 1614.704(a) – (c)		Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Complaint Activity	1 st Qtr FY 2006	2005	2004	2003	2002	2001
Number of Complaints Filed in FY	24	83	77	78	55	48
Number of Complainants	24	72	75	75	55	48
Repeat Filers	0	6	2	1	0	0

29 C.F.R. § 1614.704(d)		Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Complaints by Basis*	1 st Qtr FY 2006	2005	2004	2003	2002	2001
Race	13	31	31	30	62	23
1. American Indian/Alaskan Native	0	0	0	0	0	1
2. Asian/Pacific Islander	1	2	5	5	5	2
3. Black	11	23	22	21	40	15
4. White	1	6	4	4	17	5
Color	3	12	10	6	23	0
Religion	1	4	5	5	8	2
National Origin	4	21	16	15	16	6

29 C.F.R. § 1614.704(d)		Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Complaints by Basis*	1st Qtr FY 2006	2005	2004	2003	2002	2001
1. Hispanic	0	6	6	4	1	2
2. Other	4	15	10	11	15	4
Sex	9	31	29	39	51	23
1. Female	7	20	22	24	41	14
2. Male	2	11	7	15	10	9
Disability	1	17	25	29	24	9
1. Mental	0	7	5	2	13	4
2. Physical	1	10	20	27	11	5
Age	8	36	18	22	15	9
Reprisal	8	33	35	34	54	19
<i>*Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						

29 C.F.R. § 1614.704(e)		Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Complaints by Issue*	1st Qtr FY 2006	2005	2004	2003	2002	2001
Appointment/Hire	0	9	13	16	10	5
Assignment of Duties	2	18	1	2	6	10
Awards	2	2	0	0	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	1	11	9	1	3	4
1. Demotion	0	0	0	0	0	0
2. Reprimand	0	3	2	1	2	0
3. Suspension	0	2	3	0	0	1

29 C.F.R. § 1614.704(e)		Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Complaints by Issue*	1 st Qtr FY 2006	2005	2004	2003	2002	2001
4. Removal	0	2	1	0	1	0
5. Letter of Warning/Counseling	1	4	1	0	0	2
Duty Hours	0	2	2	0	0	1
Evaluation/Appraisal	2	16	13	5	7	9
Examination/Test	0	0	0	1	1	0
Harassment	17	37	27	6	29	32
1. Non-sexual (Hostile Work Environment)	15	35	24	1	24	30
2. Sexual	2	2	3	5	5	2
Medical Examination	0	1	1	3	2	0
Pay (including overtime)	0	0	0	0	0	0
Promotion/Non-Selection	7	22	22	21	7	14
Reassignment	2	3	4	0	7	5
1. Denied	1	0	3	0	5	2
2. Directed	1	3	1	0	2	3
Reasonable Accommodation	1	5	4	1	5	0
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Termination	5	8	4	5	5	3
Terms/Conditions of Employment	1	8	6	33	6	4
Time and Attendance	6	6	7	1	7	5
Training	4	3	3	0	1	4
Other	4	9	2	0	3	3
1. Job Classification	2	0	1	0	1	0

29 C.F.R. § 1614.704(e)		Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Complaints by Issue*	1st Qtr FY 2006	2005	2004	2003	2002	2001
2. Denied Housing at Post	0	0	0	0	1	0
3. Selected Out of Foreign Service	0	0	0	0	1	0
4. Non-EEO Issue	1	9	1	0	0	2
5. Adverse Action	0	0	0	0	0	1
6. Denied Information	1	0	0	0	0	0
<i>*Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						

29 C.F.R. § 1614.704(f)			
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year ..."		1st Qtr – FY 2006	
		Number	Average Days
All complaints pending in Investigative Stage	1614.704(f)(1)	89	192
All complaints pending in Final Agency Action Stage		9	385
All complaints pending in which Hearing was not requested	1614.704(f)(2)	6	352
1. Time in Investigative Stage		4*	255
2. Time in Final Agency Action Stage		6	182
All complaints pending in which a Hearing was requested	1614.704(f)(3)	3	521
1. Time in Investigative Stage		3	244
2. Time in Final Agency Action Stage		3	277
<i>*Note: Two cases resolved by settlement agreement were not counted in "time in investigative stage." (DOS-F-59-05 , DOS-F-61-05)</i>			

29 C.F.R. § 1614.704(g)	Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705
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Complaints Dismissed by Agency	1st Qtr FY 2006	2005	2004	2003	2002	2001
Total Complaints Dismissed by Agency	6	27	20	36	9	13
Average days pending prior to dismissal	26	78	173	86	75	344

29 C.F.R. § 1614.704(h)			Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705									
Total Final Agency Actions Finding Discrimination	1st Qtr FY 2006		2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		1		0		2	
Without Hearing	0		0		0		0		0		1	
With Hearing	0		2		0		1		0		1	

29 C.F.R. § 1614.704(i)			Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705									
Findings of Discrimination Rendered by Basis*	1st Qtr FY 2006		2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		1		0		2	
Number Findings Rendered Without Hearing	0		0		0		0		0		1	
Number Findings Rendered After Hearing	0		2		0		1		0		1	
Race	0		1	100	0		0		0		1	100
1. American Indian/Alaskan Native	0		0		0		0		0		0	
2. Asian/Pacific Islander	0		0		0		0		0		0	
3. Black	0		1	100	0		0		0		0	
4. White	0		0		0		0		0		1	100

29 C.F.R. § 1614.704(i)			Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705									
Findings of Discrimination Rendered by Basis*	1 st Qtr FY 2006		2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Color	0		1	100	0		0		0		0	
Religion	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
1. Hispanic	0		0		0		0		0		0	
2. Other	0		0		0		0		0		0	
Sex (including Equal Pay Act)	0		0		0		1	100	0		0	
1. Female	0		0		0		0		0		0	
2. Male	0		0		0		1	100	0		0	
Disability	0		1	100	0		0		0		0	
1. Mental	0		0		0		0		0		0	
2. Physical	0		1	100	0		0		0		0	
Age	0		0		0		0		0		1	100
Reprisal	0		1	100	0		1	100	0		1	100

**Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings*

29 C.F.R. § 1614.704(j)			Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Findings of Discrimination Rendered by Issue*	1 st Qtr FY 2006		2005	2004	2003	2002	2001

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		1		0		2	
Number Findings Rendered Without Hearing	0		0		0		0		0		1	
Number Findings Rendered After Hearing	0		2		0		1		0		1	
Appointment/Hire	0		1	100	0		0		0		0	
Assignment of Duties	0		0		0		0		0		1	100
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0	
1. Demotion	0		0		0		0		0		0	
2. Reprimand	0		0		0		0		0		0	
3. Suspension	0		0		0		0		0		0	
4. Removal	0		0		0		0		0		0	
5. Letter of Warning/Counseling	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	0		0		0		1	100	0		0	
1. Non-Sexual	0		0		0		1	100	0		0	
2. Sexual	0		0		0		0		0		0	
Medical Examination	0		1	100	0		0		0		0	
Pay (including overtime)	0		0		0		0		0		0	
Promotion/Non-Selection	0		0		0		1	100	0		0	
Reassignment	0		0		0		0		0		0	
1. Denied	0		0		0		0		0		0	
2. Directed	0		0		0		0		0		0	

29 C.F.R. § 1614.704(j)			Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705									
Findings of Discrimination Rendered by Issue*	1 st Qtr FY 2006		2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Reasonable Accommodation	0		0		0		0		0		0	
Reinstatement	0		0		0		0		0		1	100
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	
Time and Attendance	0		1	100	0		0		0		0	
Training	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
1. Job Classified	0		0		0		0		0		0	
2. Denied Housing at post	0		0		0		0		0		0	
3. Selected out of Foreign Service	0		0		0		0		0		0	
4. Non-EEO issue	0		0		0		0		0		0	
5. Adverse Action	0		0		0		0		0		0	
6. Denied Information	0		0		0		0		0		0	

**Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings*

29 C.F.R. § 1614.704(k)		Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
Complaints Pending from Previous Fiscal Years by Status		2005	2004	2003	2002	2001
Total Complaints from previous fiscal years		77	77	76	55	48

29 C.F.R. § 1614.704(k)	Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
	2005	2004	2003	2002	2001
Complaints Pending from Previous Fiscal Years by Status					
Total Complainants	72	75	75	55	48
Investigation	37	40	27	28	62
Hearing	26	33	40	38	23
Final Agency Action	10	6	9	14	7
Appeal with EEOC Office of Federal Operations	21	21	9	NA*	NA*
<i>*Unable to reconstruct data from FY 2001 through FY 2002</i>					

29 C.F.R. § 1614.704(l)	Comparative Data Previous Fiscal Year Data 29 C.F.R. § 1614.705				
	2005	2004	2003	2002	2001
Complaint Investigations					
Number Pending Completion of Investigation	55	26	45	62	41
Pending Investigations Over Required Timeframes	25	8	23	52	26
Amendments or authorized extensions	13	4	6	NA*	NA*
<i>*Unable to reconstruct data from FY 2001 through FY 2002</i>					