

D O S "No FEAR" Report Section 1

Data to be Posted	2004	2004	2004	2004	2004	2003	2002	2001	2000	1999
	1st	2nd	3rd	4th	Year to	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal
	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS

Number of:

Complaints	17	17			34	76	55	48	59	61
Class	0	0			0	0	0	0		
Mixed-Case	0	0			0	0	0	0		
Complainants (Filers)	17	17			34	75	55	48	59	54
Repeat Filers	0	0			0	1	1	0		

Bases of a Complaint

Sex	6	8			14	37	51	23	26	30
1. Male	1	1			2	15	10	9	9	9
2. Female	5	7			12	22	41	14	17	21
Age	2	8			10	22	15	9	9	10
Race	3	10			13	28	62	23	28	31
1. American Indian / Alaskan Native	0	0			0	0	0	1	0	0
2.	0	1			1	5	5	2	6	2

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	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Asian Pacific Islander										
3. Black	1	9			10	19	40	15	17	27
4. White	2	0			2	4	17	5	5	2
Color	0	3			3	6	23	0	0	0
Disability	3	5			8	29	24	9	10	13
1. Mental	0	2			2	2	13	4	4	4
2. Physical	3	3			6	27	11	5	6	9
National Origin	4	1			5	15	16	6	11	10
1. Hispanic	2	1			3	4	1	2	2	2
2. Other	2	0			2	11	15	4	9	8
Religion	4	0			4	5	8	2	6	1
Reprisal	8	8			16	34	54	19	15	25
Issues Raised in a Complaint										
Appointment /	4	6			10	16	10	5	10	0

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	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Hire										
Assignment of Duties	0	0			0	1	6	10	0	8
Awards	0	0			0	0	2	0	0	0
Conversion to Full Time	0	0			0	0	0	0	0	0
Disciplinary Action	1	3			4	0	3	4	0	1
1. Demotion	0	0			0	0	0	0	0	0
2. Reprimand	0	0			0	0	2	0	0	0
3. Suspension	1	1			2	0	0	1	0	1
4. Removal	0	0			0	0	1	0	0	0
5. AWOL (Absent Without Official Leave)	0	1			1	0	0	1	0	0
6. Letter of Warning	0	1			1	0	0	2	0	0

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	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Duty Hours	0	0			0	0	0	1	5	0
Equal Pay Violation	0	0			0	0	0	0	0	0
Evaluation / Appraisal	1	2			3	4	7	9	5	12
Examination / Test	0	0			0	1	1	0	0	0
Harassment	4	7			11	5	29	32	2	18
1. Non-sexual	3	7			10	0	24	30	2	15
2. Sexual	1	0			1	5	5	2	0	3
Medical Exam	0	0			0	3	2	0	0	0
Pay, including Overtime	0	0			0	0	0	0	0	0
Promotion / Non-Selection	1	8			9	19	7	14	33	52
Reassignment	2	0			2	0	7	5	0	2
1. Denied	1	0			1	0	5	2	0	2
2. Directed	1	0			1	0	2	3	0	0
Reasonable	0	1			1	1	5	0	1	3

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	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Accommodation										
Reinstatement	0	0			0	0	0	0	0	0
Retirement	0	0			0	0	0	0	0	0
Termination	1	1			2	5	5	3	7	0
Terms / Conditions of Employment	4	1			5	33	6	4	27	16
Time and Attendance	1	1			2	1	7	3	0	1
Training	0	0			0	0	1	4	0	4
Other	0	0			1	0	4	3	14	3
1. Reclassification	0	0			0	0	0	0	5	0
2. Hostile Work Environment	1	0			1	0	0	0	9	0
3. Forced Resignation	0	0			0	0	1	0	0	0
4. Job Not Classified	0	0			0	0	1	0	0	0
5.	0	0			0	0	1	0	0	0

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	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Denied Housing at Post										
6. Selected out of Foreign Service	0	0			0	0	1	0	0	0
7. Leave Donor Program	0	0			0	0	0	1	0	0
8. Non EEO (Equal Employment Opportunity) issue	0	0			0	0	0	2	0	3
9. Travel	0	0			0	0	0	1	0	0

**D O S "No FEAR" Rep
Section 2**

Processing Time - Average Days (All

**D O S "No FEAR" Report
Section 4
Findings of Discrimination**

Data to be Posted	2004	2004	2004	2004	2004	2003	2002	2001	2000	1999
	1st	2nd	3rd	4th	Year to	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal
	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS

Findings of Discrimination by Bases

Sex	0	0			0	1				
1. Male	0	0			0	1				
2. Female	0	0			0					
Age	0	0			0			1		
Race	0	0			0			1		
1. American Indian / Alaskan Native	0	0			0					
2. Asian Pacific Islander	0	0			0					
3. Black	0	0			0					
4. White	0	0			0			1		
Color	0	0			0					
Disability	0	0			0					
1.	0	0			0					

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Section 4
Findings of Discrimination**

Data to be Posted	2004	2004	2004	2004	2004	2003	2002	2001	2000	1999
	1st	2nd	3rd	4th	Year to	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal
	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Mental										
2. Physical	0	0			0					
National Origin	0	0			0					
1. Hispanic	0	0			0					
2. Other	0	0			0					
Religion	0	0			0					
Reprisal	0	0			0	1		1		
Other	0	0			0					
Rendered without a Hearing	0	0			0			1		
Rendered After a Hearing	0	0			0	1		1		
Findings of Discrimination by Issue										
Appointment / Hire	0	0			0					
Assignment of Duties	0	0			0					

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Section 4
Findings of Discrimination**

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	1st	2nd	3rd	4th	Year to	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal
	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Awards	0	0			0					
Conversion to Full Time	0	0			0					
Disciplinary Action	0	0			0					
1. Demotion	0	0			0					
2. Reprimand	0	0			0					
3. Suspension	0	0			0					
4. Removal	0	0			0					
Duty Hours	0	0			0					
Equal Pay Violation	0	0			0					
Evaluation / Appraisal	0	0			0					
Examination / Test	0	0			0					
Harassment	0	0			0	1				
1.	0	0			0	1				

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Findings of Discrimination**

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	1st	2nd	3rd	4th	Year to	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal
	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Non-sexual										
2. Sexual	0	0			0					
Medical Exam	0	0			0					
Pay, including Overtime	0	0			0					
Promotion / Non-Selection	0	0			0	1				
Reassignment	0	0			0					
1. Denied	0	0			0					
2. Directed	0	0			0					
Reasonable Accommodation	0	0			0					
Reinstatement	0	0			0		1			
Retirement	0	0			0					
Termination	0	0			0					
Terms / Conditions of Employment	0	0			0					
Time and	0	0			0					

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Findings of Discrimination**

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	1st	2nd	3rd	4th	Year to	Fiscal	Fiscal	Fiscal	Fiscal	Fiscal
	Quarter	Quarter	Quarter	Quarter	Date	Year	Year	Year	Year	Year
	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS	TOTALS
Attendance										
Training	0	0			0					
Other	0	0			0					
Rendered without a Hearing	0	0			0			1		
Rendered After a Hearing	0	0			0			1		

**D O S "No FEAR"
Section 5**

Pending Complaints (Filed before st

Data to be Posted	2004			2004			2004			2004			2004			
	1st			2nd			3rd			4th			Year to Date			
	Quarter			Quarter			Quarter			Quarter			TOTALS			
	TOTALS			TOTALS			TOTALS			TOTALS			TOTALS			
Complaints	#	Days	Avg. Days	#	Days	Avg. Days	#									

D O S "No FEAR"

Section 5

Pending Complaints (Filed before st

Data to be Posted	2004 1st Quarter TOTALS			2004 2nd Quarter TOTALS			2004 3rd Quarter TOTALS			2004 4th Quarter TOTALS			2004 Year to Date TOTALS			
	Filed	62	35582	573.9	82	51695	630.4						62	35582	573.9	76
Complainants (Filers)	61			82								61			75	
Acceptance	0	0	0	14	3691	263.6						0	0	0	0	0
Appeals	7			1	21	21.0						7			16	
Investigations	10	1583	158.3	17	6188	364.0						10	1583	158.3	27	1
Hearing	47	32555	692.66	42	36911	878.8						47	32555	692.7	40	1
Final Agency Decision	5	1444	288.8	0	0	0.0						5	1444	288.8	9	1
Complaints Over 180 Days	1	185	185									1	185	185	4	8