

Department of State - NO FEAR REPORT (data as of June 30, 2004)

Data to be posted	Current FY				YTD totals	2003 FY Totals	2002 FY Totals	2001 FY Totals	2000 FY Totals	1999 FY Totals
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter						
Number of:										
Complaints	17	17	23		57	76	55	48	59	61
Class	0	0	0		0	0	0	0	0	0
Mixed-Case	0	0	0		0	0	0	0	0	0
Complainants (Filers)	17	17	23		57	75	55	48	59	54
Repeat Filers	0	0	0		0	1	1	0	0	6

Data to be posted	Current FY				YTD totals	2003 FY Totals	2002 FY Totals	2001 FY Totals	2000 FY Totals	1999 FY Totals
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter						
Bases of a Complaint										
1. Male	1	1	5		7	15	10	9	9	9
2. Female	5	7	5		17	22	41	14	17	21
Age	2	8	6		16	22	15	9	9	10
Race	3	10	12		25	28	62	23	28	31
1. Amer. Indian/Alaskan Native	0	0	0		0	0	0	1	0	0
2. Asian/Pacific Islander	0	1	3		4	5	5	2	6	2
3. Black	1	9	7		17	19	40	15	17	27
4. White	2	0	2		4	4	17	5	5	2
Color	0	3	5		8	6	23	0	0	0
Disability	3	5	7		15	29	24	9	10	13
1. Mental	0	2	1		3	2	13	4	4	4
2. Physical	3	3	6		12	27	11	5	6	9
National Origin	4	1	7		12	15	16	6	11	10
1. Hispanic	2	1	2		5	4	2	2	2	2
2. Other	2	0	5		7	11	14	4	9	8
Religion	4	0	0		4	5	8	2	6	1
Reprisal	8	8	13		29	34	54	19	15	25

Data to be posted	Current FY				YTD totals	2003 FY Totals	2002 FY Totals	2001 FY Totals	2000 FY Totals	1999 FY Totals
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter						
Issues Raised in a Complaint										
Appointment/Hire	4	6	2		12	16	10	5	10	0
Assignment of Duties	0	0	0		0	1	6	10	0	8
Awards	0	0	0		0	0	2	0	0	0
Conversion to Full Time	0	0	0		0	0	0	0	0	0
Disciplinary action	1	3	3		7	0	3	4	0	1
1. Demotion	0	0	0		0	0	0	0	0	0
2. Reprimand	0	0	2		2	0	2	0	0	0
3. Suspension	1	1	1		3	0	1	0	0	0
4. Removal	0	0	0		0	0	1	0	0	0
5. AWOL	0	1	0		1	0	0	1	0	0
6. Letter of Warning	0	1	0		1	0	0	2	0	0
Duty Hours	0	0	0		0	0	0	1	5	0
Equal Pay Violation	0	0	0		0	0	0	0	0	0
Evaluation/ Appraisal	1	2	6		9	4	7	9	5	12
Examination/ Test	0	0	0		0	1	1	0	0	0
Harassment	4	7	7		18	5	29	32	2	15
1. Non-sexual	3	7	7		17	0	24	30	2	15
2. Sexual	1	0	0		1	5	5	2	0	3
Medical Exam	0	0	0		0	3	2	0	0	0
Pay, including Overtime	0	0	0		0	0	0	0	0	0
Promotion/ Non-Selection	1	8	10		19	19	7	14	33	52
Reassignment	2	0	0		2	0	7	5	0	2
1. Denied	1	0	0		1	0	5	2	0	2
2. Directed	1	0	0		1	0	2	3	0	0
Reasonable Accommodation	0	1	0		1	1	5	0	1	3
Reinstatement	0	0	0		0	0	0	0	0	0
Retirement	0	0	0		0	0	0	0	0	0
Termination	1	1	1		3	5	5	3	7	0
Terms/ Conditions of Employment	4	1	0		5	33	6	4	27	16
Time and Attendance	1	1	0		2	1	7	3	0	1
Training	0	0	3		3	0	1	4	0	4
Other	1	0	1		2	0	4	3	14	3
1. Reclassification	0	0	1		1	0	0	0	5	0
2. Hostile Work Environment	1	0	0		1	0	0	0	9	0
3. Forced Resignation	0	0	0		0	0	1	0	0	0
4. Job Not Classified	0	0	0		0	0	1	0	0	0
5. Denied Housing at Post	0	0	0		0	0	1	0	0	0
6. Selected out of Foreign Service	0	0	0		0	0	1	0	0	0
7. Leave Donor Program	0	0	0		0	0	0	1	0	0
8. Non EEO issue	0	0	0		0	0	0	2	0	3
9. Travel	0	0	0		0	0	0	1	0	0

Data to be posted	Current FY				YTD totals	2003 FY Totals	2002 FY Totals	2001 FY Totals	2000 FY Totals	1999 FY Totals
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter						
Processing Time - Average Days (All Open Complaints)										
Investigations#	12	614	512	10	467	46.7	12	786	65.5	
Final Actions by an Agency	5	127	25.4	1	8	0.125	4	109	27.25	
1. Dismissal	5	127	25.4	1	8	0.125	4	109	27.25	
2. After Investigation	0	0	0	0	0	0	0	0	0	
3. After Hearing	0	0	0	0	0	0	0	0	0	
							22	1081	49.1	45
							65	8930	198.2	62
							35	24238	392	41
							25	28719	700.5	25
							0	13593	544	24
							36	14103	588	
							21	668	318	
							10	16878	1688	
							5	7011	1402	

*Appeal numbers are approximated. Appeal information was not previously required for the Form 462.

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Data to be posted	Current FY					2003	2002	2001	2000	1999										
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals														
Final Actions By Agency Involving Discrimination																				
Total Finding Discrimination																				
Rendered by the agency	0	0	0	0	0	0	0	0	0	0										
Rendered by AJ	0	0	0	0	0	1	456	456	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination (by bases)																				
Sex																				
1. Male	0	0	0	0	0	0	1													
2. Female	0	0	0	0	0	0														
Age																				
1. Amer.	0	0	0	0	0	0	0	0	1	740	740	0	0	0	0	0	0	0	0	0
Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Asian Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Black	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. White	0	0	0	0	0	0	0	0	0	1										
Color																				
1. Mental	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Physical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin																				
1. Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion																				
Reprisal	0	0	0	0	0	0	1		1											
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rendered w/o an Hearing	0	0	0	0	0	0	0	0	0	1										
Rendered after a Hearing	0	0	0	0	0	0	1		1											
Findings of Discrimination (by issue)																				
Appointment/Hire																				
Assignment of Duties	0	0	0	0	0	0	0	0	0	1										
Awards	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Disciplinary action																				
1. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Evaluation/ Appraisal	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Harassment																				
1. Non-sexual	0	0	0	0	0	0	1		1											
2. Sexual	0	0	0	0	0	0	1		1											
Medical Exam	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay, including Overtime	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/ Non-Selection	0	0	0	0	0	0	1		1											
Reassignment																				
1. Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	1										
Retirement	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Terms/ Conditions of Employment																				
Time and Attendance	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rendered w/o a Hearing	0	0	0	0	0	0	0	0	0	1										
Rendered after a Hearing	0	0	0	0	0	0	0	0	0	1										
Pending Complaints																				
Filed																				
Complainants (Filers)	62	82	86		62	76	80	92	125	131										
Pending Acceptance/ Dismissal	0	6	11		0	0	3	10	22	31										
Appeals	7	1	19		7	16	8	8	7	1										
Investigation	10	17	21		10	27	25	52	87	61										
Hearing	47	42	35		47	40	38	23	11	28										
Final Agency Decision	5	0	12		5	9	14	7	5	11										
Complaints over 180 days	1	0	2		1	4	4	15	17	21										

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