

DOS - NO FEAR REPORT										
Data to be posted	Current FY					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Number of:										
Complaints	17				17	76	55	48	59	61
Class	0				0	0	0	0	0	0
Mixed-Case	0				0	0	0	0	0	0
Complainants (Filers)	17				17	75	55	48	59	54
Repeat Filers	0				0	1	1	0	0	6
Bases of a Complaint										
Sex	6				6	37	51	23	26	30
1. Male	1				1	15	10	9	9	9
2. Female	5				5	22	41	14	17	21
Age	2				2	22	15	9	9	10
Race	3				3	28	62	23	28	31
1. Amer. Indian/Alaskan Native	0				0	0	0	1	0	0
2. Asian Pacific Islander	0				0	5	5	2	6	2
3. Black	1				1	19	40	15	17	27
4. White	2				2	4	17	5	5	2
Color	0				0	6	23	0	0	0
Disability	3				3	29	24	9	10	13
1. Mental	0				0	2	13	4	4	4
2. Physical	3				3	27	11	5	6	9
National Origin	4				4	15	16	6	11	10
1. Hispanic	2				2	4	1	2	2	2
2. Other	2				2	11	15	4	9	8
Religion	4				4	5	8	2	6	1

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Reprisal	8				8	34	54	19	15	25
Issues Raised in a Complaint										
Appointment/Hire	4				4	16	10	5	10	0
Assignment of Duties	0				0	1	6	10	0	8
Awards	0				0	0	2	0	0	0
Conversion to Full Time	0				0	0	0	0	0	0
Disciplinary action	1				1	0	3	4	0	1
1. Demotion	0				0	0	0	0	0	0
2. Reprimand	0				0	0	2	0	0	0
3. Suspension	1				1	0	0	1	0	1
4. Removal	0				0	0	1	0	0	0
5. AWOL	0				0	0	0	1	0	0
6. Letter of Warning	0				0	0	0	2	0	0
Duty Hours	0				0	0	0	1	5	0
Equal Pay Violation	0				0	0	0	0	0	0
Evaluation/Appraisal	1				1	4	7	9	5	12
Examination/Test	0				0	1	1	0	0	0
Harassment	4				4	5	29	32	2	18
1. Non-sexual	3				3	0	24	30	2	15
2. Sexual	1				1	5	5	2	0	3
Medical Exam	0				0	3	2	0	0	0
Pay, including Overtime	0				0	0	0	0	0	0
Promotion/Non-Selection	1				1	19	7	14	33	52
Reassignment	2				2	0	7	5	0	2
1. Denied	1				1	0	5	2	0	2
2. Directed	1				1	0	2	3	0	0
Reasonable Accommodation	0				0	1	5	0	1	3

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	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals														
Reinstatement	0				0	0	0	0	0	0														
Retirement	0				0	0	0	0	0	0														
Termination	1				1	5	5	3	7	0														
Terms/ Conditions of Employment	4				4	33	6	4	27	16														
Time and Attendance	1				1	1	7	3	0	1														
Training	0				0	0	1	4	0	4														
Other	1				1	0	4	3	14	3														
1. Reclassification	0				0	0	0	0	5	0														
2. Hostile Work Environment	1				1	0	0	0	9	0														
3. Forced Resignation	0				0	0	1	0	0	0														
4. Job Not Classified	0				0	0	1	0	0	0														
5. Denied Housing at Post	0				0	0	1	0	0	0														
6. Selected out of Foreign Service	0				0	0	1	0	0	0														
7. Leave Donor Program	0				0	0	0	1	0	0														
8. Non EEO issue	0				0	0	0	2	0	3														
9. Travel	0				0	0	0	1	0	0														
Processing Time - Average Days (All Open Complaints)																								
Complaints	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days
Investigations	12	614	51.2							45	8930	198.2	62	24238	392.4	41	28719	700.5	25	13593	543.7	24	14103	587.6
Final Actions by an Agency	5	127	25.4							65	25805	397	35	20562	587.49	25	15745	629.8	0	0	0	36	30557	848.8
1. Dismissal	5	127	25.4							35	3009	85.97	9	671	74.56	13	4476	344.3	0	0	0	21	668	317.52
2. After Investigation	0	0	0							16	7735	483.44	19	13207	695.1	8	6062	75.75	0	0	0	10	16878	1687.8
3. After Hearing	0	0	0							14	15061	1075.7	7	6684	954.8	4	5207	1301.75	0	0	0	5	7011	1402.2
Final Actions By Agency Involving Discrimination																								
	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days	#	Days	Avg. Days
Total Finding Discrimination	0	0	0							0	0	0	1	456	456	0	0	0	2	3317	1658.5	0	0	0
Rendered by the agency	0	0	0							0	0	0	0	0	0	0	0	0	1	740	740	0	0	0
Rendered by AJ	0	0	0							0	0	0	1	456	456	0	0	0	1	2577	2577	0	0	0
Findings of Discrimination (by bases)																								
Sex	0									0			1											
1. Male	0									0			1											
2. Female	0									0														
Age	0									0									1					

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	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Race	0				0			1		
1. Amer. Indian/Alaskan Native	0				0					
2. Asian Pacific Islander	0				0					
3. Black	0				0					
4. White	0				0			1		
Color	0				0					
Disability	0				0					
1. Mental	0				0					
2. Physical	0				0					
National Origin	0				0					
1. Hispanic	0				0					
2. Other	0				0					
Religion	0				0					
Reprisal	0				0	1		1		
Other	0				0					
Rendered w/o an Hearing	0				0			1		
Rendered after a Hearing	0				0	1		1		
Findings of Discrimination (by issue)										
Appointment/Hire	0				0					
Assignment of Duties	0				0			1		
Awards	0				0					
Conversion to Full Time	0				0					
Disciplinary action	0				0					
1. Demotion	0				0					
2. Reprimand	0				0					
3. Suspension	0				0					
4. Removal	0				0					
Duty Hours	0				0					
Evaluation/Appraisal	0				0					
Examination/Test	0				0					
Harassment	0				0	1				
1. Non-sexual	0				0	1				
2. Sexual	0				0					
Medical Exam	0				0					
Pay, including Overtime	0				0					
Promotion/Non-Selection	0				0	1				
Reassignment	0				0					
1. Denied	0				0					
2. Directed	0				0					
Reasonable Accommodation	0				0					
Reinstatement	0				0			1		

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	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals													
Retirement	0				0																		
Termination	0				0																		
Terms/ Conditions of Employment	0				0																		
Time and Attendance	0				0																		
Training	0				0																		
Other	0				0																		
Rendered w/o a Hearing	0				0			1															
Rendered after a Hearing	0				0			1															
Pending Complaints (filed before start of current fiscal year)																							
Filed	62	35582	573.9			62	35582	573.9	76	16153	212.5	80	38439	4080.5	92	49310	535.97	125	68524	548.2	131	75087	573.2
Complainants (Filers)	61					61			75			80			92			125			125		
Acceptance	0	0	0			0	0	0	0	0	0	3	113	37.67	10	678	67.8	22	2847	129.4	31	3224	104.1
Appeals*	7					7			16			8			8			7			1		
Investigation	10	1583	158.3			10	1583	158.3	27	1509	55.89	25	3446	137.84	52	21435	412.2	87	49046	563.7	61	30367	497.8
Hearing	47	32555	692.66			47	32555	692.66	40	14449	361.23	38	27272	717.68	23	21214	922.34	11	14227	1293.4	28	31349	1119.6
Final Agency Decision	5	1444	288.8			5	1444	288.8	9	195	21.67	14	7608	543.43	7	5983	854.7	5	2404	480.8	11	10147	922.5
Complaints over 180 days	1	185	185			1	185	185	4	852	213	4	2331	582.75	15	8869	591.26	17	12038	708.1	21	13509	643.3

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