

Equal Employment Opportunity Information

No FEAR Act

On May 15, 2002, President Bush signed the Notification and Federal Employee Anti-Discrimination and Retaliation Act (No FEAR Act), which increases federal agency accountability for acts of discrimination or reprisal against employees.

One of the requirements of the No FEAR Act is that federal agencies post on their public websites certain summary statistical data relating to equal employment opportunity (EEO) complaints filed against the respective agencies. The statistics listed below are for the last five fiscal years and through the first quarter of the current fiscal year. These statistics will be updated quarterly.

The Federal Bureau of Investigation's information concerning EEO complaints is listed below.

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
I. Number of Complaints						
A. Pending at the Beginning of the FY	179	262	262	317	386	336
B. Filed During the FY	51	96	105	86	113	165
C. Pending at End of FY	180	187	262	262	317	386
II. Breakdown of All Complaints Filed During FY by Basis						
A. Race						
1. American Indian/Alaskan Native	0	2	0	0	0	2
2. Asian American/Pacific Islander	0	5	0	1	4	20
3. Black	61	64	24	37	31	82
4. White	10	9	11	13	16	11
B. Color	0	2	0	0	0	0
C. Sex						

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
1. Female	62	90	75	91	65	66
2. Male	11	31	27	17	14	15
D. Age	11	115	19	20	44	53
E. Religion.	13	1	9	3	3	9
F. National Origin						
1. Hispanic	7	12	35	17	11	20
2. Other	6	16	12	7	12	38
G. Disability						
1. Mental	3	23	3	10	12	25
2. Physical	23	15	13	29	15	49
H. Equal Pay Act	0	0	0	0	0	0
I. Reprisal	85	142	90	70	79	200
III. Breakdown of All Complaints Filed During FY by Issue						
A. Appointment/Hire	2	65	8	6	10	24
B. Assignment of Duties	7	64	27	52	45	38
C. Awards	3	12	5	2	12	6
D. Conversion to Full Time	0	2	2	0	0	0
E. Disciplinary Action						
1. Demotion	0	9	0	0	0	11
2. Reprimand	1	12	5	2	0	6
3. Suspension	1	18	8	0	0	5
4. Removal	4	11	7	9	15	33
5. Other	7	15	14	21	11	1
F. Duty Hours	3	6	6	10	0	3
G. Evaluation/Appraisal	8	52	26	26	30	53

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
H. Examination/Test	3	7	0	1	2	1
I. Harassment						
1. Non-sexual	16	52	47	30	21	70
2. Sexual	0	4	6	1	4	4
J. Medical Examination	0	3	1	0	2	N/A
K. Pay Including Overtime	4	9	2	0	2	2
L. Promotion/Non-Selection	27	50	56	30	52	82
M. Reassignment						
1. Denied	5	15	7	6	0	3
2. Directed	3	20	19	15	6	3
N. Reasonable Accommodation	0	0	5	5	5	3
O. Reinstatement	0	0	5	1	7	0
P. Retirement	0	0	0	0	0	5
Q. Terms/Conditions of Employment	24	30	21	13	4	16
R. Time and Attendance	10	14	7	0	4	1
S. Training	4	14	7	10	24	27
T. Other	20	29	29	33	41	183
IV. Final Agency Decisions - With or Without a Hearing						
A. Total Number of Final Agency Decisions						
1. Without a Hearing	8	89	32	61	73	25
2. With a Hearing	6	47	13	12	32	27
A. Average Number of Days for Final Agency Decision						
1. Without a Hearing	730	690	895	1040	791	713
2. With a Hearing	1228	1477	1271	1004	978	896
B. Total Number of Complaints Dismissed						

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
1. By Department of Justice (DOJ)	4	24	15	35	47	26
2. By Administrative Judge (AJ)	1	2	11	6	0	N/A
C. Average Number of Days from Receipt to Dismissal						
1. By DOJ	316	371	233	454	538	340
2. By AJ	711	912	835	988	0	N/A
V. Final Agency Decisions Resulting in a Finding of Discrimination						
A. Without a Hearing	0	2	0	0	0	1
B. Broken Down by Basis						
1. Race						
A. American Indian/Alaskan Native	0	1	0	0	0	0
B. Asian American/Pacific Islander	0	0	0	0	0	0
C. Black	0	0	0	0	0	0
D. White	0	0	0	0	0	0
2. Color	0	0	0	0	0	0
3. Sex						
A. Female	0	1	0	0	0	0
B. Male	0	0	0	0	0	0
4. Age	0	1	0	0	0	0
5. Religion.	0	0	0	0	0	0
6. National Origin						
A. Hispanic	0	0	0	0	0	0
B. Other	0	0	0	0	0	0
7. Disability						
A. Mental	0	1	0	0	0	0
B. Physical	0	1	0	0	0	0

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
8. Equal Pay Act	0	0	0	0	0	0
9. Reprisal	0	2	0	0	0	1
C. Broken down by Issue						
1. Appointment/Hire	0	0	0	0	0	0
2. Assignment of Duties	0	1	0	0	0	0
3. Awards	0	0	0	0	0	0
4. Conversion to Full Time	0	0	0	0	0	0
5. Disciplinary Action						
A. Demotion	0	0	0	0	0	0
B. Reprimand	0	0	0	0	0	1
C. Suspension	0	0	0	0	0	0
D. Removal	0	0	0	0	0	0
E. Other	0	1	0	0	0	1
6. Duty Hours	0	1	0	0	0	0
7. Evaluation/Appraisal	0	0	0	0	0	0
8. Examination/Test	0	0	0	0	0	0
9. Harassment						
A. Non-sexual	0	0	0	0	0	0
B. Sexual	0	0	0	0	0	0
10. Medical Examination	0	0	0	0	0	0
11. Pay Including Overtime	0	0	0	0	0	0
12. Promotion/Non-Selection	0	1	0	0	0	0
13. Reassignment						
A. Denied	0	0	0	0	0	0
B. Directed	0	0	0	0	0	0
14. Reasonable Accommodation	0	0	0	0	0	0

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
15. Reinstatement	0	0	0	0	0	0
16. Retirement	0	0	0	0	0	0
17. Termination	0	0	0	0	0	0
18. Terms/Conditions of Employment	0	0	0	0	0	0
19. Time and Attendance	0	0	0	0	0	0
20. Training	0	1	0	0	0	0
21. Other	0	0	0	0	0	0
D. With a Hearing	0	0	0	0	0	1
E. Broken down by Basis						
1. Race						
A. American Indian/Alaskan Native	0	0	0	0	0	0
B. Asian American/Pacific Islander	0	0	0	0	0	0
C. Black	0	0	0	0	0	0
D. White	0	0	0	0	0	0
2. Color	0	0	0	0	0	0
3. Sex						
A. Female	0	0	0	0	0	0
B. Male	0	0	0	0	0	0
4. Age	0	0	0	0	0	0
5. Religion.	0	0	0	0	0	0
6. National Origin						
A. Hispanic	0	0	0	0	0	0
B. Other	0	0	0	0	0	0
7. Disability						
A. Mental	0	0	0	0	0	0
B. Physical	0	0	0	0	0	1

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
8. Equal Pay Act	0	0	0	0	0	0
9. Reprisal	0	0	0	0	0	0
F. Broken down by Issue						
1. Appointment/Hire	0	0	0	0	0	1
2. Assignment of Duties	0	0	0	0	0	0
3. Awards	0	0	0	0	0	0
4. Conversion to Full Time	0	0	0	0	0	0
5. Disciplinary Action						
A. Demotion	0	0	0	0	0	0
B. Reprimand	0	0	0	0	0	0
C. Suspension	0	0	0	0	0	0
D. Removal	0	0	0	0	0	0
E. Other	0	0	0	0	0	0
6. Duty Hours	0	0	0	0	0	0
7. Evaluation/Appraisal	0	0	0	0	0	0
8. Examination/Test	0	0	0	0	0	0
9. Harassment						
A. Non-sexual	0	0	0	0	0	0
B. Sexual	0	0	0	0	0	0
10. Medical Examination	0	0	0	0	0	0
11. Pay Including Overtime	0	0	0	0	0	0
12. Promotion/Non-Selection	0	0	0	0	0	0
13. Reassignment						
A. Denied	0	0	0	0	0	0
B. Directed	0	0	0	0	0	0
14. Reasonable Accommodation	0	0	0	0	0	0

	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
15. Reinstatement	0	0	0	0	0	0
16. Retirement	0	0	0	0	0	0
17. Termination	0	0	0	0	0	0
18. Terms/Conditions of Employment	0	0	0	0	0	0
19. Time and Attendance	0	0	0	0	0	0
20. Training	0	0	0	0	0	0
21. Other	0	0	0	0	0	0
VI. Status of All Pending Complaints at End of FY						
A. Pending Acceptance/Dismissal	21	24	28	39	61	95
B. Pending Investigation	62	54	87	65	111	138
C. Pending Final Agency Decision	20	82	84	103	81	73
D. Pending Hearing	77	27	63	55	64	73
VII. Investigations						
A. Number of Investigations Completed	43	97	83	131	116	129
B. Average Number of Days to Complete Investigation	321	407	458	478	581	433