

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

**Data as of July 1, 2004 - End of Fourth Quarter FY 2004**

<b>29 CFR §1614.704(a) - (c)</b>		<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>				
<b>Complaint Activity</b>	<b>FY2004 end of 4th Qtr</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
<b>Pending at the beginning of the FYI</b>		<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>
Number of Complaints Filed in FY 1614.704(a)	0	2	3	6	10	11
Number of Complainants 1614.704(b)	0	3	5	8	10	11
Repeat Filers 1614.704(c)	0	0	0	2	0	0
<b>29 CFR §1614.704(d)</b>		<b>29 CFR §1614.705 Comparative Data</b>				

Complaints by Basis	FY2004 end of 4 <sup>th</sup> Qtr	Previous Fiscal Year Data				
		2003	2002	2001	2000	1999
Race	0	2	2	4	2	3
Color	0	0	0	0	0	0
Religion	0	0	0	0	2	0
National Origin	0	0	0	0	2	0
Sex (including complaints filed under Equal Pay Act)	0	0	0	1	1	0
Disability	0	0	0	1	3	4
Age	0	0	1	0	0	1
Reprisal	0	0	0	0	2	0

Other	0	0	0	0	0	0
- Data not collected by Color - Color included in basis "Race/Color"						
<b>29 CFR §1614.704(e)</b>		<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>				
<b>Complaints by Issue</b>	<b>FY2004 end of 4th Qtr</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	4	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						

Demotion	0	0	1	0	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	2	0	0
Removal	0	0	0	0	0	0
Other	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
<b>Harassment</b>						
Non-Sexual	0	0	2	2	2	0

Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	1	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	1	2	0	3	3
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	1	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0

Termination	0	0	1	0	2	1
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	1	1	0	1
Training	0	0	0	0	1	0
Other	0	0	1	0	0	1

**29 CFR §1614.704(f)**

<b>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..."</b>	<b>2004 end of 4th Qtr</b>	
	<b>Number</b>	<b>Average Days</b>
All complaints pending in Investigative Stage	1614.704(f)(1)	0
All complaints pending in Final Agency Action		0

<b>29 CFR §1614.704(f)</b>			
<b>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..."</b>		<b>2004 end of 4th Qtr</b>	
		<b>Number</b>	<b>Average Days</b>
<b>Stage</b>			
All complaints pending in which Hearing was not requested	1614.704(f)(2)	3	217
Time in Investigation Stage		3	193
Time to issue Final Agency Action		3	24
All complaints pending in which a Hearing was requested	1614.704(f)(3)	2	862
Time in Investigation Stage		2	240

<b>29 CFR §1614.704(f)</b>							
<b>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..."</b>					<b>2004 end of 4th Qtr</b>		
					<b>Number</b>	<b>Average Days</b>	
Time to issue Final Agency Action					0	0	
<b>29 CFR §1614.704(g)</b>			<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>				
<b>Complaints Dismissed by Agency Pursuant to 1614.107(a)</b>		<b>FY2004 end of 4th Qtr</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
Total Complaints Dismissed by Agency		0	0	0	0	0	data not available
Average days pending prior to dismissal		0	0	0	0	0	





Age	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	
<b>29 CFR §1614.704(j)</b>						<b>29 CFR §1614.705 Comparative Data</b>						
<b>Findings of Discrimination Rendered by Issue</b>	<b>2004 end of 4<sup>th</sup> Qtr</b>		<b>Previous Fiscal Year Data</b>									
			<b>2003</b>		<b>2002</b>		<b>2001</b>		<b>2000</b>		<b>1999</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings 704(j)(1)</b>	0		0		0		0		0		0	
<b>Findings Without Hearing 704(j)(2)</b>	0		0		0		0		0		0	
<b>Findings After Hearing 704(j)(3)</b>	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	

Assignment of Duties	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0

Evaluation Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
<b>29 CFR §1614.704(k)</b>				<b>29 CFR §1614.705 Comparative Data</b>			

Complaints Pending From Previous Fiscal Years by Status	2004 4 <sup>th</sup> Qtr	Previous Fiscal Year Data				
		2003	2002	2001	2000	1999
Total complaints from previous Fiscal Years 704(k)(1)	5	1	3	1	0	data not available
Total Complainants 704(k)(2)	5	1	3	1	0	
<b>Number complaints pending [as of 9/30]: 704(k)(3)</b>						
Investigation		0	0	0	0	data not available
ROI issued, pending Complainant's action	0	0	0	0	0	
Hearing	2	0	1	1	0	
Final Agency Action	0	0	0	0	0	

Appeal with EEOC Office of Federal Operations	3	0	1	2	0	
*Unable to reconstruct data						
<b>29 CFR §1614.704(l)</b>		<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>				
<b>Complaint Investigations</b>	<b>2004 end of 4<sup>th</sup>Qtr</b>					
		<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
Number Pending Completion of Investigation	0	0	0	0	0	data not available
Pending Investigations Over Required Time Frames	0	0	0	0	0	

*This page was last modified on January 30, 2004.*

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