

**Equal Employment Opportunity Data Posted Pursuant to the No Fear Act
U.S. Citizenship and Immigration Services**

NUMBER OF COMPLAINTS FILED	2004	2003	2002	2001	2000	1999
	QTR 3					
<i>Complaints Filed</i>	62					

NUMBER OF INDIVIDUALS FILING COMPLAINTS	2004	2003	2002	2001	2000	1999
	QTR 3					
<i>1. Number of Individuals Who Filed Complaints</i>	57					
<i>2. Number of Individuals Who Filed 2 or more complaints</i>	5					

NUMBER OF COMPLAINTS BY BASIS	2004	2003	2002	2001	2000	1999
	QTR 3					
<i>1. Race</i>	19					
<i>2. Color</i>	10					
<i>3. Religion</i>	3					
<i>4. Retalitaion</i>	30					
<i>5. Sex</i>	12					
<i>6. National Origin</i>	11					
<i>7. Age</i>	8					
<i>8. Disability</i>	8					
<i>9. Non-EEO Basis</i>	5					
Total	106					

NUMBER OF COMPLAINTS BY ISSUE	2004	2003	2002	2001	2000	1999
	QTR 3					
1. <i>Appointment/Hire</i>						
2. <i>Assignment of Duties</i>	9					
3. <i>Awards</i>	2					
4. <i>Conversion to Full Time</i>						
5. <i>Disciplinary Action</i>						
(a) Demotion						
(b) Reprimand						
(c) Suspension	3					
(d) Removal						
6. <i>Duty Hours</i>						
7. <i>Evaluation/Appraisal</i>	11					
8. <i>Examination/Test</i>						
9. <i>Harassment</i>						
(a) Non-Sexual	8					
(b) Sexual	4					
10. <i>Medical Examination</i>						
11. <i>Pay/Overtime</i>						
12. <i>Promotion/Non Selection</i>	13					
13. <i>Reassignment</i>						
(a) Denied						
(b) Directed						
14. <i>Reasonable Accommodation</i>	2					
15. <i>Reinstatement</i>						
16. <i>Retirement</i>						
17. <i>Termination</i>	10					
18. <i>Terms/Conditions of Employ.</i>	4					
19. <i>Time and Attendance</i>	2					
20. <i>Training</i>	3					
21. <i>Other</i>	14					
Total	85					

NUMBER OF COMPLAINTS PENDING	2004	2003	2002	2001	2000	1999
	QTR 3					
<i>1. Total Number of Complaints Pending</i>	226					
<i>2. Number of Individuals Filing Complaints</i>	160					
<i>3. Total Number of Complaints by Stage</i>						
(a) Investigation Stage	40					
(b) Hearing Stage	64					
(c) Final Agency Action Stage	102					
(d) Appeal Stage	20					

AVERAGE PROCESSING TIME FOR INVESTIGATIONS AND FINAL AGENCY ACTIONS (in days)	2004	2003	2002	2001	2000	1999
	QTR 3					
<i>1. All Investigations</i>						
(a) Investigations Where A Hearing Was Requested	439.90					
(b) Investigations Where No Hearing Requested	413.00					
<i>2. All Final Agency Actions</i>						
(a) Final Agency Actions Where A Hearing Was Requested	1095.00					
(b) Final Agency Actions Where No Hearing Requested	848.72					

NUMBER OF INVESTIGATIONS PENDING IN EXCESS OF THE REGULATORY TIME PERIOD	2004	2003	2002	2001	2000	1999
	QTR 3					
<i>Number of Investigations Pending in Excess of the Regulatory Time Period</i>	7					

NUMBER OF COMPLAINTS DISMISSED	2004	2003	2002	2001	2000	1999
	QTR 3					
<i>1. Total Number of Complaints Dismissed</i>	29					
<i>2. Average Time Complaint Was Pending Prior to Dismissal (in days)</i>	317.5					

FINAL AGENCY ACTION TAKEN ON FINDINGS OF DISCRIMINATION- TOTAL	2004		2003		2002		2001		2000		1999	
	QTR 3					%		%				
	Number	%	Number	%	Number		Number		Number	%	Number	%
1. After A Hearing	1	100.0%										
2. Without A Hearing												
3. Total	1	100.0%										

FINAL AGENCY ACTION TAKEN ON FINDINGS OF DISCRIMINATION- BY BASIS	2004		2003		2002		2001		2000		1999	
	QTR 3					%		%				
	Number	%	Number	%	Number		Number		Number	%	Number	%
1. Race												
(a) After A Hearing												
(b) Without A Hearing												
2. Color												
(a) After A Hearing												
(b) Without A Hearing												
3. Religion												
(a) After A Hearing												
(b) Without A Hearing												
4. Reprisal												
(a) After A Hearing	1	100.0%										
(b) Without A Hearing												
5. Sex												
(a) After A Hearing												
(b) Without A Hearing												
6. National Origin												
(a) After A Hearing												
(b) Without A Hearing												
7. Age												
(a) After A Hearing												
(b) Without A Hearing												
8. Disability												
(a) After A Hearing												
(b) Without A Hearing												
Total	1	100.0%										

FINAL ACTION TAKEN ON FINDINGS OF DISCRIMINATION-BY ISSUE	2004		2003		2002		2001		2000		1999	
	QTR 3					%		%				
	#	%	#	%	#		#		#	%	#	%
<i>1. Appointment/Hire</i>												
After A Hearing												
Without A Hearing												
<i>2. Assignment of Duties</i>												
After A Hearing												
Without A Hearing												
<i>3. Awards</i>												
After A Hearing												
Without A Hearing												
<i>4. Conversion to Full Time</i>												
After A Hearing												
Without A Hearing												
<i>5. Disciplinary Action</i>												
(a) Demotion												
After A Hearing	1	100.0%										
Without A Hearing	1	100.0%										
(b) Reprimand												
After A Hearing												
Without A Hearing												
(c) Suspension												
After A Hearing												
Without A Hearing												
(d) Removal												
After A Hearing												
Without A Hearing												

<i>6. Duty Hours</i>													
After A Hearing													
Without A Hearing													
<i>7. Evaluation/Appraisal</i>													
After A Hearing													
Without A Hearing													
<i>8. Examination/Test</i>													
After A Hearing													
Without A Hearing													
<i>9. Harassment</i>													
(a) Non-Sexual													
After A Hearing													
Without A Hearing													
(b) Sexual													
After A Hearing													
Without A Hearing													
<i>10. Medical Examination</i>													
After A Hearing													
Without A Hearing													
<i>11. Pay Including Overtime</i>													
After A Hearing													
Without A Hearing													
<i>12. Promotion/Non Selection</i>													
After A Hearing													
Without A Hearing													
<i>13. Reassignment</i>													
(a) Reassignment Denied													
After A Hearing													
Without A Hearing													
(b) Reassignment Directed													
After A Hearing													
Without A Hearing													
<i>14. Reasonable Accommodation</i>													
After A Hearing													
Without A Hearing													
<i>15. Reinstatement</i>													

After A Hearing													
Without A Hearing													
16. Retirement													
After A Hearing													
Without A Hearing													
17. Termination													
After A Hearing													
Without A Hearing													
18. Terms/Conditions of Employ.													
After A Hearing													
Without A Hearing													
19. Time and Attendance													
After A Hearing													
Without A Hearing													
20. Training													
After A Hearing													
Without A Hearing													
21. Other													
After A Hearing													
Without A Hearing													
Total		1	100.0%										