

**City of Tempe  
Employee Grievance Report - January 2002 - December 2004**

	Year/Date Filed	Ethnicity	Age	Sex	Department	Allegation	Disposition	Action
<b>2002</b>								
G-02-1	1/11/02	Hispanic	>40	M	Public Works Department	Discriminatory Employment Practices	Unsubstantiated	Accepted employee's request for reassignment
G-02-2	4/30/02	Hispanic	<40	F	Economic Development Department	Sexual Harassment	Unsubstantiated	n/a
G-02-3	12/4/02	White	>40	F	Police Department	Gender Discrimination	Unsubstantiated	Employee filed an EEOC Complaint (EEOC-03-2), which was found in favor of the City.
<b>Subtotal:</b>								
<b>3</b>	<b>% of Total for 2002:</b>	<b>1 White - 33% 2 Hispanic - 67%</b>	<b>2 - &gt;40 67% 1 - &lt;40 33%</b>	<b>2 Female - 67% 1 Male - 33%</b>	<b>Economic Development Department (1) Police Department (1) Public Works Department (1)</b>			
	Year/Date Filed	Ethnicity	Age	Sex	Department	Allegation	Disposition	Action
<b>2003</b>								
G-03-1	1/15/03	White	>40	M	Public Works Department	Hostile Work Environment	Unsubstantiated	Accepted employee's request for transfer.
G-03-2	3/21/03	Asian/Pacific Islander	<40	M	Police Department	Hostile Work Environment	Unsubstantiated	n/a
G-03-3	9/23/03	White	<40	M	Police Department	Hostile Work Environment - Sexual Orientation	Unsubstantiated	Accepted employee's request for transfer.
G-03-4	12/3/03	Hispanic	<40	F	Public Works Department	Gender and Ethnicity Discrimination	Unsubstantiated	n/a
G-03-5	3/25/03	Hispanic	>40	M	Public Works Department	Work Shift	Unsubstantiated	Employee filed an EEOC Complaint (EEOC-03-5), which was found in favor of the City.
<b>Subtotal:</b>								
<b>5</b>	<b>% of Total for 2003:</b>	<b>2 White - 40% 2 Hispanics - 40% 1 Asian/Pacific Islander - 20%</b>	<b>2 - &gt;40 40% 3 - &lt;40 60%</b>	<b>1- Female - 20% 4 Males - 80%</b>	<b>Police Department (2) Public Works Department (3)</b>			

	Year/Date Filed	Ethnicity	Age	Sex	Department	Allegation	Disposition	Action
	<b>2004</b>							
G-04-1	2/6/2004	Hispanic	>40	F	Community Services Department	Retaliation - Not allowed silent witness during disciplinary process.	Unsubstantiated	n/a
G-04-2	8/6/2004	White	<40	M	Police Department	Hostile Work Environment; Age Discrimination; Retaliation	Unsubstantiated	n/a
G-04-3	9/2/2004	White	>40	M	Water Utilities Department	Retaliation; Age Discrimination; Supervisor Tampering of Documents	Unsubstantiated	n/a
G-04-4	9/24/2004	Hispanic	<40	M	Police Department	Gender Discrimination	Unsubstantiated, but found inconsistencies in administration of policies.	Supervisor attempting to communicate to all shift supervisors the city's overtime policies; Supervisor working with Human Resources to establish fair and consistent training policy; Employee received 1-day vacation credit; Previous reasons cited for denying overtime will not be considered with new overtime requests; Supervisor will be more cognizant of their communication style.
G-04-5	9/30/2004	White	>40	M	Water Utilities Department	Unsafe work conditions.	Accommodations were made to ensure safety.	Completed 10/29/04.
G-04-6	7/15/2004	White	>40	M	Public Works Department	Unpaid Overtime	Unsubstantiated	Completed.
G-04-7	10/27/2004	?	?	?	Community Services Department	Accused an employee of inappropriate Use of City Funds & Vehicle	Unsubstantiated	Completed.
<b>Subtotal:</b>								
<b>7</b>	<b>% of Total for 2004:</b>	<b>4 White - 67%</b> <b>2 Hispanic - 33%</b> <b>1 - ?</b>	<b>4 - &gt;40 67%</b> <b>2 - &lt;40 33%</b> <b>1 - ?</b>	<b>1 Female - 17%</b> <b>5 Males - 83%</b> <b>1?</b>	<b>Community Services Department (2)</b> <b>Police Department (2)</b> <b>Public Works Department (1)</b> <b>Water Utilities Department (3)</b>			

	Year/Date Filed	Ethnicity	Age	Sex	Department	Allegation	Disposition	Action
<b>Total</b>	<b>2002-2004</b>							
					Community Services Department (2)			
					Economic Development Department (1)			
		7 White - 50%			Police Department (5)			
		6 Hispanic - 43%	8 >40 - 57%	4 Female -291%	Public Works Department (5)			
		1 Asian/Pacific Islander - 7%	6 <40 - 43%	10 Male - 71%				
<b>14*</b>	<b>% of Total 2002-2004:</b>	1 - ?	1 - ?	1 ?	Water Utilities Department (2)			
*Anonomous Complaint not included in total								