

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:
FEDERAL BUREAU OF PRISONS

RCS NUMBER 0288-EEO-AN
REPORTING PERIOD: FY 1999

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PART I. SUMMARY OF PRE-COMPLAINT
COUNSELING ACTIVITIES

TOTAL
NUMBER

949	1.	TOTAL NUMBER OF INDIVIDUALS COUNSELED THIS REPORTING PERIOD
612	a.	NUMBER COUNSELED WITHIN 30 DAYS
337	b.	NUMBER COUNSELED WITHIN 60 DAYS EXTENSION
0	c.	NUMBER COUNSELED THROUGH AGENCY DISPUTE RESOLUTION PROCEDURE (DRP)
0	d.	NUMBER COUNSELED ON REMAND (LIKE AND RELATED ISSUES OR OTHER REASONS)

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PART II. SUMMARY OF FORMAL
COMPLAINT ACTIVITIES

TOTAL
NUMBER

- 689 1. COMPLAINTS ON HAND AT THE END OF
PRIOR REPORTING PERIOD.
- 645 2. COMPLAINTS ON HAND AT THE BEGINNING
OF REPORTING PERIOD (ITEMS 1 AND 2
SHOULD BE THE SAME. IF NOT, PLEASE
EXPLAIN IN COMMENTS).
- 318 3. COMPLAINTS FILED THIS REPORTING PERIOD.
- 0 4. REMANDS
(COUNSELING, LIKE AND RELATED ISSUES;
FROM APPEALS; AND OTHER(S))
- 210 5. FORMAL COMPLAINTS CLOSED THIS
REPORTING PERIOD.
- 753 6. FORMAL COMPLAINTS OPEN AT THE END OF
THIS REPORTING PERIOD.
- 263 7. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE AND EEO PROGRAM)

	NUMBER	PERCENT (%)
1. AGENCY WORKFORCE	31052	
a. NUMBER OF CAREER EMPLOYEES	29014	93.44
2. NUMBER OF EEO COUNSELORS	257	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	257	100.00
3. NUMBER OF INVESTIGATORS	63	
a. FULL-TIME	7	11.11
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	56	88.89
4. NUMBER OF COUNSELORS/ INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00

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PART IV. (A) SUMMARY OF BASES AND ISSUES IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

ISSUE(S) OF ALLEGED DISCRIMINATION	RACE AND COLOR				RELIGION	SEX	
	BLACK	WHITE	NATIVE	ASIAN		MALE	FEMALE
APPOINTMENT/HIRE	0	0	0	0	0	0	0
ASSIGNMENT OF DUTIES	3	4	3	1	1	3	2
AWARDS	2	1	0	0	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	0	0	0	0	0	0
b. REPRIMAND	3	0	0	0	0	1	2
c. SUSPENSION	6	0	0	0	0	1	1
d. TERMINATION	2	3	0	0	1	2	4
e. OTHER	0	0	0	0	0	0	0
DUTY HOURS	1	0	0	0	0	1	2
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	0	0	0	0
EVALUATION/APPRaisal	4	2	0	0	0	1	4
HARRASSMENT							
a. NON-SEXUAL	6	3	0	2	2	3	6
b. SEXUAL						4	27
PAY INCLUDING OVERTIME	1	0	0	0	0	0	0
PROMOTION/NON-SELECTION	7	0	0	0	1	11	9
REASSIGNMENT							
a. REQUEST DENIED	1	1	0	0	0	1	0
b. DIRECTED	0	0	0	0	0	0	0
REINSTATEMENT	0	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0	0
TIME AND ATTENDANCE	2	0	0	0	2	2	0
TRAINING	0	0	0	0	0	0	3
TERMS OF EMPLOYMENT	31	20	2	1	11	19	46
REASONABLE ACCOMODATION					0		
OTHER	0	0	0	0	0	0	0
TOTAL	69	42	5	4	18	49	106

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ADMIN COMPLAINTS ETHICS

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PART IV. (B) SUMMARY OF BASES AND ISSUES IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

ISSUE(S) OF ALLEGED DISCRIMINATION	NATIONAL ORIGIN		AGE	HANDICAP		REPRISAL	TOTAL
	HISPANIC	OTHER		PHYSICAL	MENTAL		
APPOINTMENT/HIRE	1	0	0	1	0	0	2
ASSIGNMENT OF DUTIES	0	4	1	7	0	10	39
AWARDS	0	1	1	0	0	4	9
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	0	0	0	0	0	0
b. REPRIMAND	0	0	0	0	0	5	6
c. SUSPENSION	1	2	0	1	0	1	17
d. TERMINATION	1	0	1	2	0	1	17
e. OTHER	0	0	0	0	0	0	0
DUTY HOURS	0	0	0	0	0	3	7
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	2	1	1	4
EVALUATION/APPRaisal	0	1	0	1	0	11	24
HARRASSMENT							
a. NON-SEXUAL	5	1	0	2	0	16	46
b. SEXUAL						3	34
PAY INCLUDING OVERTIME	0	1	0	0	0	0	2
PROMOTION/NON-SELECTION	2	2	17	5	1	21	84
REASSIGNMENT							
a. REQUEST DENIED	0	0	0	0	0	1	4
b. DIRECTED	0	0	0	0	0	0	0
REINSTATEMENT	0	0	0	0	0	3	3
RETIREMENT	0	0	0	0	0	0	0
TIME AND ATTENDANCE	0	3	1	0	1	5	16
TRAINING	0	0	0	2	0	3	8
TERMS OF EMPLOYMENT	16	7	20	19	3	94	289
REASONABLE ACCOMODATION				9	1	2	12
OTHER	0	0	0	0	0	0	0
TOTAL	26	22	41	51	7	183	625

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ADMIN COMPLAINTS ETHICS

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

TOTAL BY STATUTES	210
1. TITLE VII	141
2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)	28
3. REHABILITATION ACT	41
4. EQUAL PAY ACT (EPA)	0

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PART VI. SUMMARY OF CLOSURES BY AGENCY

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	210	170498	811.90
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	35	11022	314.91
2. WITHDRAWALS	33	13046	395.33
3. SETTLEMENTS	17	9852	579.53
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	125	136578	1092.62
(a) FINDING DISCRIMINATION	8	8983	1122.88
(b) FINDING NO DISCRIMINATION	117	127595	1090.56
C. TYPES OF FINAL AGENCY DECISIONS	125	136578	1092.62
1. FINAL AGENCY DECISION WITHOUT HEARING	85	99999	1176.46
(a) FINDING DISCRIMINATION	4	5575	1393.75
(b) FINDING NO DISCRIMINATION	81	94424	1165.73
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	40	36579	914.48
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	4	3408	852.00
1. ACCEPTED BY AGENCY DECISION	0	0	0.00
2. MODIFIED BY AGENCY	4	3408	852.00
3. REJECTED BY AGENCY	0	0	0.00
(b) AGENCY ACTION ON RECOMMENDED DECISIONS FINDING NO DISCRIMINATION	36	33171	921.42
1. ACCEPTED AS AGENCY DECISION	0	0	0.00
2. MODIFIED BY AGENCY	36	33171	921.42
3. REJECTED BY AGENCY	0	0	0.00

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PART VII. SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION UP TO
 AND INCLUDING FINAL DECISION BY THE AGENCY

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION THIS REPORTING PERIOD 8

B. AMOUNT OF BACKPAY AWARDED THIS REPORTING PERIOD 223603.00

C. ATTORNEY'S FEES AND COSTS AWARDED 45453.00

	TOTAL NUMBER WITH BACKPAY	TOTAL NUMBER WITHOUT BACKPAY
D. TYPES OF CORRECTIVE ACTIONS	16	0
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	5	0
a. RESCINDED	5	0
b. MODIFIED	0	0
4. REINSTATEMENT	5	0
5. REASSIGNMENT	0	0
6. PERFORMANCE EVALUATION MODIFIED	1	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	5	0
8. OTHER	0	0
E. COMPENSATORY DAMAGES		212013.00

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PART VIII. SUMMARY OF OPEN EEO COMPLAINTS INVENTORY PENDING
 AT THE END OF THE FISCAL YEAR

	TOTAL NUMBER OF OPEN COM- PLAINTS PENDING	TOTAL NUMBER OF DAYS	AVERAGE NUMBER OF DAYS PENDING FROM FILING TO END OF FISCAL YEAR	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY, END OF REPORTING PERIOD	753	460857	612.0	144	67	542
2. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE FOR PROCESSING OR DISMISSAL)	157	21933	139.7	109	27	21
b. INVESTIGATION	199	69085	347.2	35	39	125
c. HEARINGS	200	207592	1038.0	0	1	199
d. FINAL DECISION BY THE AGENCY	197	162247	823.6	0	0	197

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PART IX. SUMMARY OF ACTIVITY FOR COMPLETED INVESTIGATIONS

	TOTAL NUMBER	TOTAL NUMBER OF DAYS	AVERAGE NUMBER OF DAYS
1. NUMBER OF INVESTIGATIONS COMPLETED THIS REPORTING PERIOD	167	70251	420.7
a. NUMBER COMPLETED BY AGENCY PERSONNEL	118	53750	455.5
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	49	16501	336.8
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	1	147	147.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	14	3244	231.7
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	152	66860	439.9
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			709636.00
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			577585.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			132051.00

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COMMENTS:

PART II.2 REFLECTS A LOWER NUMBER THAN PART II.1 INBECAUSE DURING THE MAJORITY OF THIS REPORTING PERIOD, WHEN A LETTER WAS SENT TO THE COMPLAINANT DUE TO INSUFFICIENT INFORMATION IN THE COMPLAINT, THE DATE FILED WAS CHANGED TO THE DATE THEIR RESPONSE WAS RECEIVED.

TYPED NAME AND TITLE OF PREPARER
STEVEN B. CASON
EQUAL EMPLOYMENT SPECIALIST

TELEPHONE NUMBER:
(202) 514-6165

DATE PREPARED: OCTOBER 15, 1999

This Report is due on or before the 31st October to:

Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, N.W.
Washington, D.C. 20507