

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS 1 October 2000 AND ENDS 30 September 2001)

AGENCY OR DEPARTMENT: Bureau of Prisons

PART I PRE-COMPLAINT COUNSELING

COUNSELING

667 1. TOTAL NUMBER OF INDIVIDUALS COUNSELED

595 A. NUMBER OF INDIVIDUAL COUNSELED WITHIN 30 DAYS

72 B. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90

0 C. NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS

0 D. NUMBER OF INDIVIDUALS COUNSELED DUE TO REMANDS

NON-ADR SETTLEMENTS DURING COUNSELING

2. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

Number	Amount	
0	\$0	COMPENSATORY DAMAGES
0	\$0	BACKPAY/FRONTPAY
0	\$0	LUMP SUM PAYMENT
0	\$0	ATTORNEY'S FEES AND COSTS
		OTHER (Please specify on Comments Page)
		OTHER (Please specify on Comments Page)
		OTHER (Please specify on Comments Page)

55 3. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

PART II FORMAL COMPLAINT ACTIVITIES

762 1. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

243 2. COMPLAINTS FILED

1 3. REMANDS

1006 4. TOTAL COMPLAINTS (sum of lines 1+2+3)

975 5. COMPLAINTS IN LINE 4 THAT WERE NOT CONSOLIDATED

255 6. COMPLAINTS IN LINE 5 CLOSED DURING REPORT PERIOD

31 7. COMPLAINTS IN LINE 4 THAT WERE CONSOLIDATED

5 8. COMPLAINTS IN LINE 7 CLOSED DURING REPORT PERIOD

746 9. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (line 4 - (sum of lines 6+8))

219 10. INDIVIDUALS FILING COMPLAINTS

14 11. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III

A. AGENCY RESOURCES	NUMBER	PERCENT	
1. WORK FORCE			
A. TOTAL WORK FORCE	33726		
B. PERMANENT	33544		
2. COUNSELOR	266		
A. FULL-TIME	0	0.00	
B. PART-TIME	0	0.00	
C. COLLATERAL DUTY	266	100.00	
3. INVESTIGATOR	6		
A. FULL-TIME	6	100.00	
B. PART-TIME	0	0.00	
C. COLLATERAL DUTY	0	0.00	
4. COUNSELOR/INVESTIGATOR	0		
A. FULL-TIME	0	0.00	
B. PART-TIME	0	0.00	
C. COLLATERAL DUTY	0	0.00	

B. STAFF TRAINING

	COUNSELOR	INVESTIGATOR	COUNSELOR/ INVESTIGATOR
1. NEW STAFF - TOTAL	52	1	0
A. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	52	1	0
B. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0
C. STAFF RECEIVING NO TRAINING AT ALL	0	0	0
2. EXPERIENCED STAFF - TOTAL	214	5	0
A. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	214	5	0
B. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0
C. STAFF RECEIVING NO TRAINING AT ALL	0	0	0

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON:	Yvonne Hinkson	
TITLE:	Assoc. General Counsel, OGC/DCE	

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE <<NEW>>	TOTAL COMPLAINANTS BY ISSUE <<NEW>>
	RACE AND COLOR				RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					
	AMER. INDIAN ALASKAN NATIVE	AMER. ASIAN PACIFIC ISLANDER	BLACK	WHITE			MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
1. Appointment/Hire	0	0	1	0	0	0	1	0	0	0			0	1	0	3	3	3	
2. Assignment Of Duties	1	0	8	4	1	10	5	10	2	0			6	0	4	51	23	23	
3. Awards	0	1	1	0	0	2	0	0	0	0			0	0	0	4	3	2	
4. Conversion To Full Time	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
5. Disciplinary Action	1	0	8	5	2	7	3	5	1	1			1	4	4	42	25	25	
a. A. Demotion	0	0	3	0	0	1	3	0	1	0			0	0	0	8	5	5	
b. B. Reprimand	0	0	0	0	0	2	0	0	0	0			0	1	0	3	2	2	
c. C. Suspension	0	0	1	2	0	1	0	0	0	0			0	1	0	5	4	4	
d. D. Removal	1	0	4	3	2	3	0	5	0	1			1	2	4	26	14	14	
e. Letter of Instruction																			
f. Referred to OPR																			
g. Oral Reprimand																			
6. Duty Hours	0	0	0	0	1	0	0	1	0	0			0	0	0	2	2	2	
7. Evaluation/Appraisal	0	0	7	2	1	13	0	6	1	1			1	0	1	33	21	17	
8. Examination/Test	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
9. Harassment	1	0	24	11	4	37	7	45	5	4			16	6	5	165	76	75	
a. A. Non-Sexual	1	0	24	11	4	30	5	27	5	4			16	6	5	138	56	55	
b. B. Sexual						7	2	18								27	20	20	
10. Medical Examination	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
11. Pay Including Overtime	0	0	2	1	0	2	0	0	0	0	0	0	0	0	0	5	4	3	
12. Promotion/Non-Selection	2	1	10	16	1	17	8	14	3	3			18	1	9	103	54	51	
13. Reassignment	0	0	2	3	0	4	1	3	0	0			3	1	0	17	7	7	
a. A. Denied	0	0	2	2	0	4	0	3	0	0			2	1	0	14	6	6	
b. B. Directed	0	0	0	1	0	0	1	0	0	0			1	0	0	3	1	1	
14. Reasonable Accommodation					1	20								3	4	28	12	12	
15. Reinstatement	0	0	0	0	0	0	0	1	1	0			0	0	0	2	1	1	
16. Retirement	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
17. Termination	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
18. Terms/Conditions Of	0	0	4	1	1	11	2	11	2	1			2	1	2	38	20	20	
19. Time And Attendance	0	0	0	0	0	1	1	2	0	0			0	0	1	5	4	4	
20. Training	0	0	1	1	0	3	0	1	0	0			1	1	1	9	5	4	
21. Other (Please specify below)																			
a. Internal Affairs Investigation	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
b. N/A	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
c. Whistle Blowing	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
d. Disparate Treatment	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
e. Insufficient Notice	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
Total Issues By Bases	5	2	68	44	12	127	28	99	15	10	0	0	48	18	31				
Total Complaints Filed by Bases	4	2	60	37	10	104	27	89	13	10	0	0	42	13	28				
Total Complainants by Bases	4	2	58	34	9	96	25	84	13	10	0	0	41	13	28				

PART V SUMMARY OF CLOSURES BY STATUTE

1. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE)

<u>210</u>	A. TITLE VII
<u>43</u>	B. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
<u>44</u>	C. REHABILITATION ACT
<u>0</u>	D. EOUAL PAY ACT (EPA)

2. TOTAL BY STATUTES

297 THIS NUMBER MAY BE LARGER THAT TOTAL NUMBER OF COMPLAINTS CLOSED.
(1A+1B+1C+1D)

PART VI SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
1. TOTAL NUMBER OF CLOSURES	(A+B+C)	260	135533	
A. WITHDRAWALS		47	18518	
B. SETTLEMENTS		27	14340	
C. FINAL AGENCY DECISIONS	(2+3)	186	102675	
2. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION	(A+B+C)	121	68244	
A. FINDING DISCRIMINATION		1	387	
B. FINDING NO DISCRIMINATION		76	51181	
C. DISMISSAL OF COMPLAINTS		44	16676	
3. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION	(A+B+C)	65	34431	
A. AJ DECISION FULLY IMPLEMENTED	(1+2)	19	13386	
(1) FINDING DISCRIMINATION		2	1389	
(2) FINDING NO DISCRIMINATION		17	11997	
B. AJ DECISION NOT FULLY IMPLEMENTED	(1+2)	2	1681	
(1) FINDING DISCRIMINATION	(a+b+c)	2	1681	
a. AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	
b. AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	
c. AGENCY APPEALED BOTH FINDING AND REMEDY		2	1681	
(2) FINDING NO DISCRIMINATION		0	0	
C. DISMISSAL OF COMPLAINTS		44	19364	

**PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

	NUMBER	AMOUNT
1. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	30	
2. CLOSURES WITH MONETARY BENEFITS	2	\$283959
A. BACK PAY/FRONT PAY	2	\$283960
B. LUMP SUM PAYMENT	0	\$0
3. CLOSURES WITH NON-MONETARY BENEFITS	28	
4. CLOSURES WITH COMPENSATORY DAMAGES	2	\$10747
5. CLOSURES WITH ATTORNEY'S FEES AND COSTS	7	\$96862
6. TYPES OF CORRECTIVE ACTION	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
A. HIRE	0	0
1. RETROACTIVE	0	0
2. NON-RETROACTIVE	0	0
B. PROMOTION	0	0
1. RETROACTIVE	0	0
2. NON-RETROACTIVE	0	0
C. DISCIPLINARY ACTION	0	9
1. RESCINDED	0	0
2. MODIFIED	0	9
D. REINSTATEMENT	2	2
E. REASSIGNMENT	0	2
F. PERFORMANCE EVALUATION MODIFIED	0	7
G. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	1	1
H. ACCOMODATION	0	0
I. TRAINING/TUITION/ETC.	3	4
J. LEAVE RESTORED	0	2
K. Award (PLEASE SPECIFY ON COMMENTS PAGE)	0	0
L. Other 1 (PLEASE SPECIFY ON COMMENTS PAGE)	0	7
M. Other 2 (PLEASE SPECIFY ON COMMENTS PAGE)	0	0

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
I. TOTAL COMPLAINTS PENDING (SAME AS PART II LINE 9) (A+B+C+D)	746	490382		
A. COMPLAINTS PENDING WRITTEN NOTIFICATION	61	8640		563
B. COMPLAINTS PENDING IN INVESTIGATION	163	42543		567
C. COMPLAINTS PENDING IN HEARING	465	391376		957
D. COMPLAINTS PENDING A FINAL AGENCY DECISION	57	47823		1263

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS
I. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(A+C)	158	54978
A. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL		68	25101
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		14	2394
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		9	2367
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		45	20340
B. COST OF AGENCY INVESTIGATIONS		272000	
C. INVESTIGATIONS COMPLETED BY CONTRACTORS		90	29877
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		26	4576
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		17	4426
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		47	20875
D. COST OF CONTRACTOR INVESTIGATIONS		405000	

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS (a+b)	22	22	
a. Directly	0	0	
b. Through counseling	22	22	
2. RESOURCES USED (a+b+c+d+e+f+g)	22	22	
a. INHOUSE	0	0	
b. ANOTHER FEDERAL AGENCY	15	15	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	7	7	
d. MULTIPLE RESOURCES USED (Please specify)	0	0	
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
g. OTHER (Please specify on comments page)			
	COMPLAINTS	COMPLAINANTS	DAYS
3. TECHNIQUES USED (a+b+c+d+e+f+g+h+i+j+k+l)	22	22	1980
a. MEDIATION	22	22	1980
b. SETTLEMENT CONFERENCES	0	0	0
c. EARLY NEUTRAL EVALUATIONS	0	0	0
d. FACTFINDING	0	0	0
e. FACILITATION	0	0	0
f. OMBUDSMAN	0	0	0
g. MINI-TRIALS	0	0	0
h. PEER REVIEW	0	0	0
i. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0
j. OTHER (Please specify on comments page)			
k. OTHER (Please specify on comments page)			
l. OTHER (Please specify on comments page)			
	COMPLAINTS	COMPLAINANTS	DAYS
4. STATUS OF CASES			
I. TOTAL CLOSED (a+b+c+d+e+f)	22	22	1980
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-Monetary)	12	12	1080
b. WITHDRAWALS	0	0	0
c. ADR FAILED	10	10	900
d. OTHER (Please specify on comments page)			
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
II. OPEN INVENTORY - ADR PENDING	0	0	0
	COMPLAINTS	COMPLAINANTS	AMOUNT
5. BENEFITS RECEIVED			
A. MONETARY	0	0	\$0
1. COMPENSATORY DAMAGES	0	0	\$0
2. BACKPAY/FRONTPAY	0	0	\$0
3. LUMP SUM	0	0	\$0
4. ATTORNEY'S FEES AND COSTS	0	0	\$0
5. Perf Award (Please specify on comments page)			
6. OTHER (Please specify on comments page)			
7. OTHER (Please specify on comments page)			
B. NON-MONETARY	12	12	
1. NEW HIRES	0	0	
2. PROMOTIONS	0	0	
3. REINSTATEMENTS	0	0	
4. EXPUNGEMENTS	3	3	
5. TRANSFERS	2	2	
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0	
7. REASONABLE ACCOMMODATIONS	0	0	
8. TRAINING	7	7	
9. Perf Eval Changed (Please specify on comments page)			
10. Administrative Leave (Please specify on comments page)			
11. OTHER (Please specify on comments page)			

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE			
	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS	7	7	
2. RESOURCES USED (a+b+c+d+e+f+g)	7	7	
a. INHOUSE	0	0	
b. ANOTHER FEDERAL AGENCY	4	4	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	3	3	
d. MULTIPLE RESOURCES USED (Please specify)	0	0	
e. Other 1 (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
g. OTHER (Please specify on comments page)			
3. TECHNIQUES USED (a+b+c+d+e+f+g+h+i+j+k+l)	COMPLAINTS	COMPLAINANTS	DAYS
	7	7	630
a. MEDIATION	7	7	630
b. SETTLEMENT CONFERENCES	0	0	0
c. EARLY NEUTRAL EVALUATIONS	0	0	0
d. FACTFINDING	0	0	0
e. FACILITATION	0	0	0
f. OMBUDSMAN	0	0	0
g. MINI-TRIALS	0	0	0
h. PEER REVIEW	0	0	0
i. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0
j. OTHER (Please specify on comments page)			
k. OTHER (Please specify on comments page)			
l. OTHER (Please specify on comments page)			
4. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS
I. TOTAL CLOSED (a+b+c+d+e+f)	7	7	630
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	3	3	270
b. WITHDRAWALS	0	0	0
c. ADR FAILED	4	4	360
d. OTHER (Please specify on comments page)			
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
II. OPEN INVENTORY - ADR PENDING	0	0	0
5. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT
A. MONETARY	1	1	\$5000
1. COMPENSATORY DAMAGES	0	0	\$0
2. BACKPAY/FRONTPAY	0	0	\$0
3. LUMP SUM	0	0	\$0
4. ATTORNEY'S FEES AND COSTS	1	1	\$5000
5. OTHER (Please specify on comments page)			
6. OTHER (Please specify on comments page)			
7. OTHER (Please specify on comments page)			
B. NON-MONETARY	2	2	
1. NEW HIRES	0	0	
2. PROMOTIONS	0	0	
3. REINSTATEMENTS	0	0	
4. EXPUNGEMENTS	0	0	
5. TRANSFERS	0	0	
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0	
7. REASONABLE ACCOMMODATIONS	0	0	
8. TRAINING	2	2	
9. Reassignment (Please specify on comments page)			
10. OTHER (Please specify on comments page)			
11. OTHER (Please specify on comments page)			

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

1. BASIC ADR ORIENTATION TRAINING	NUMBER	TRAINED
a. MANAGERS	1703	30
b. EMPLOYEES	32023	350
2. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER	
	33726	
4. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	NUMBER	
a. FULL TIME	46	
b. PART TIME	3	
c. COLLATERAL DUTY	0	
	43	
4. FUNDING AVAILABLE FOR ADR	AMOUNT	
	\$167000	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, *EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints*, for the report period 1 October 2000 through 30 September 2001 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL:

TYPED NAME AND TITLE OF PREPARER: Steven B. Cason, Supervisory EEO Specialist

SIGNATURE OF PREPARER:

DATE: 12/18/2001 TELEPHONE NUMBER: (202) 514-6165 E-MAIL: _____

This report is due to the following address:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

COMMENTS

Part number	Comment
10	In the category of "Another Federal Agency," mediators from Federal Executive Board Shared Neutral programs (no charge) and mediators from the Federal Mediation and Conciliation Services (charge) are included.
10	The information listed above is for all ADR activity conducted in Fiscal Year (FY) 2001. Thus if the request for ADR was made in FY 2001 but the ADR did not take place in FY 2001, the information was not reported.
10	Part 5 - Benefits Received: Unfortunately, this information was not tracked for FY 2001.
12	Training and Resources: Please see attached sheet.
12	Please see attached sheet.
7	Part VII. 6. L. Other - Attorney's Fees (Non Monetary)