

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

AGENCY OR DEPARTMENT:
IMMIGRATION AND NATURALIZATION SERVICE

RCS NUMBER 0288-EEO-AN
REPORTING PERIOD: FY 2000

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
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PART I. PRE-COMPLAINT ALTERNATIVE DISPUTE
 RESOLUTION (ADR) AND COUNSELING

ADR

- 6 1. TOTAL NUMBER OF INDIVIDUALS
 SELECTING ADR
- 0 a. NUMBER OF INDIVIDUALS
 DIRECTLY SELECTING ADR
- 6 b. NUMBER OF INDIVIDUALS
 SELECTING ADR DURING COUNSELING

COUNSELING

- 793 2. TOTAL NUMBER OF INDIVIDUALS COUNSELED
- 422 a. NUMBER OF INDIVIDUALS
 COUNSELED WITHIN 30 DAYS
- 316 b. NUMBER OF INDIVIDUALS
 COUNSELED WITHIN 90 DAYS
- 55 c. NUMBER OF INDIVIDUALS
 COUNSELED BEYOND 90 DAYS
- 0 d. NUMBER OF INDIVIDUALS COUNSELED
 BECAUSE OF REMAND

3. SETTLEMENTS WITH BENEFITS

NUMBER	AMOUNT
0	46827.27
0	0.00 COMPENSATORY DAMAGES
0	16967.00 BACKPAY/FRONTPAY
0	29860.27 LUMP SUM
0	0.00 ATTORNEY'S FEES
0	0.00 OTHER (Please specify below)

- 4 4. SETTLEMENTS WITH NO BENEFITS

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL
NUMBER

- 1297 1. COMPLAINTS ON HAND AT THE BEGINNING
OF THE REPORTING PERIOD. (This number should
be the same as complaints on hand at the end of
previous reporting period).
- 501 2. COMPLAINTS FILED
- 9 3. REMANDS
- 418 4. COMPLAINTS CLOSED
- 1389 5. COMPLAINTS ON HAND AT THE END
OF THE REPORTING PERIOD.
- 461 6. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)

	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	30504	
a. CAREER EMPLOYEES	30504	100.00
2. COUNSELORS	184	
a. FULL-TIME	7	3.80
b. PART-TIME	3	1.63
c. COLLATERAL DUTY	174	94.57
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	72	39.13
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	21	11.41
3. INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	0	0.00
4. COUNSELORS/INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED COUNSELORS/INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS/INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING		
5. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?		N
IF NO, WHO DOES THE EEO DIRECTOR REPORT TO PERSON: GEORGE H. BOHLINGER, III		
TITLE: EXECUTIVE ASSOCIATE COMMISSIONER		

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PART IV. (A) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	RACE AND COLOR					RELIGION	REPRISAL
	NATIVE	ASIAN	BLACK	WHITE			
APPOINTMENT/HIRE	0	0	1	0		4	1
ASSIGNMENT OF DUTIES	1	2	22	11		53	40
AWARDS	0	0	0	1		1	0
CONVERSION TO FULL-TIME	0	0	0	0		0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	0	3	0		5	0
b. REPRIMAND	0	0	4	8		13	9
c. SUSPENSION	0	0	8	0		15	9
d. REMOVAL	0	1	12	0		16	4
e. OTHER	1	1	2	0		7	3
DUTY HOURS	0	1	2	2		6	4
EVALUATION/APPRaisal	1	1	10	0		20	14
EXAMINATION/TEST	0	0	0	0		0	0
HARRASSMENT							
a. NON-SEXUAL	40	34	102	35		5	71
b. SEXUAL							4
MEDICAL EXAMINATION	0	0	0	0		0	0
PAY INCLUDING OVERTIME	0	0	0	1		3	2
PROMOTION/NON-SELECTION	30	0	88	40		5	32
REASSIGNMENT							
a. DENIED	0	0	2	0		2	0
b. DIRECTED	1	0	1	0		3	2
REASONABLE ACCOMODATION						5	3
REINSTATEMENT	0	0	0	0		0	0
RETIREMENT	0	0	0	0		0	0
TERMINATION	0	0	0	0		0	0
TERMS/CONDITIONS OF EMPLOYMENT	4	2	19	10		57	40
TIME AND ATTENDANCE	3	1	5	0		13	10
TRAINING	1	0	2	2		9	3
OTHER (Please specify below)							
a. SPIN OFF ALLEGATIONS	0	0	0	0		0	5
b.	0	0	0	0		0	0
c.	0	0	0	0		0	0
d.	0	0	0	0		0	0
TOTAL ISSUES BY BASES	82	43	283	110		242	256
TOTAL COMPLAINTS FILED BY BASES	34	23	263	90		57	249
TOTAL COMPLAINANTS BY BASES	32	21	243	53		28	131

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PART IV. (B) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	SEX		NATIONAL ORIGIN		EQUAL PAY ACT	
	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE
APPOINTMENT/HIRE	1	3	3	1		
ASSIGNMENT OF DUTIES	19	20	10	5		
AWARDS	0	0	0	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	1	1	1	0		
b. REPRIMAND	1	1	0	1		
c. SUSPENSION	5	1	3	2		
d. REMOVAL	4	6	1	2		
e. OTHER	4	0	2	0		
DUTY HOURS	1	1	1	2		
EVALUATION/APPRaisal	4	3	5	4		
EXAMINATION/TEST	0	0	0	0		
HARRASSMENT						
a. NON-SEXUAL	28	27	18	23		
b. SEXUAL	1	11				
MEDICAL EXAMINATION	0	0	0	0		
PAY INCLUDING OVERTIME	0	1	2	0	0	1
PROMOTION/NON-SELECTION	30	19	20	20		
REASSIGNMENT						
a. DENIED	0	2	0	0		
b. DIRECTED	0	0	1	1		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	0	0	0		
RETIREMENT	0	0	0	0		
TERMINATION	0	0	0	0		
TERMS/CONDITIONS OF EMPLOYMENT	5	25	11	22		
TIME AND ATTENDANCE	3	7	4	2		
TRAINING	4	1	1	4		
OTHER (Please specify below)						
a. SPIN OFF ALLEGATIONS	3	2	0	0		
b.	0	0	0	0		
c.	0	0	0	0		
d.	0	0	0	0		
TOTAL ISSUES BY BASES	114	131	83	89	0	1
TOTAL COMPLAINTS FILED BY BASES	114	131	83	26	0	1
TOTAL COMPLAINANTS BY BASES	114	117	83	25	0	1

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 PART IV. (C) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	AGE	DISABILITY		TOTAL BASES BY ISS	TOTAL COMPL- AINTS BY ISS	TOTAL COMPL- AINANTS BY ISS
		MENTAL	PHYSICAL			
APPOINTMENT/HIRE	2	1	2	19	4	4
ASSIGNMENT OF DUTIES	11	0	2	196	53	29
AWARDS	0	0	0	2	1	1
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	4	0	0	15	5	4
b. REPRIMAND	8	1	2	48	13	9
c. SUSPENSION	4	0	0	47	15	10
d. REMOVAL	5	1	4	56	16	16
e. OTHER	2	1	1	24	7	6
DUTY HOURS	5	0	1	26	6	5
EVALUATION/APPRaisal	6	1	5	74	20	18
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	12	4	11	410	125	61
b. SEXUAL				16	12	12
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY INCLUDING OVERTIME	1	0	1	12	3	3
PROMOTION/NON-SELECTION	58	6	13	361	122	100
REASSIGNMENT						
a. DENIED	0	1	1	8	2	2
b. DIRECTED	1	0	1	11	3	3
REASONABLE ACCOMODATION		1	4	13	5	5
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	23	2	3	223	57	31
TIME AND ATTENDANCE	7	0	4	59	13	11
TRAINING	2	1	0	30	9	8
OTHER (Please specify below)						
a. SPIN OFF ALLEGATIONS	2	0	0	12	9	7
b.	0	0	0	0	0	0
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	153	20	55			
TOTAL COMPLAINTS FILED BY BASES	149	15	50			
TOTAL COMPLAINANTS BY BASES	131	14	46			

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

A. STATUTE

(IF A SINGLE COMPLAINT IS BASED ON MULTIPLE
STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

353 1. TITLE VII

77 2. AGE DISCRIMINATION IN EMPLOYMENT
ACT (ADEA)

85 3. REHABILITATION ACT

0 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

515 THIS NUMBER WILL BE LARGER THAN THE TOTAL
NUMBER OF COMPLAINTS CLOSED

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PART VI. SUMMARY OF CLOSURES BY AGENCY
 (OCTOBER 1 - NOVEMBER 8, 1999)

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	50	34203	684.06
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	13	4440	341.54
2. WITHDRAWALS	3	997	332.33
3. SETTLEMENTS	4	2022	505.50
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	30	26744	891.47
(a) FINDING DISCRIMINATION	15	13372	891.47
(b) FINDING NO DISCRIMINATION	15	13372	891.47
C. TYPES OF FINAL AGENCY DECISIONS	30	26744	891.47
1. FINAL AGENCY DECISION WITHOUT HEARING	15	13372	891.47
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	15	13372	891.47
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	15	13372	891.47
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	15	13372	891.47
1. ACCEPTED BY AGENCY DECISION	15	13372	891.47
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00
(b) AGENCY ACTION ON RECOMMENDED DECISIONS FINDING NO DISCRIMINATION	0	0	0.00
1. ACCEPTED AS AGENCY DECISION	0	0	0.00
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00

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PART VI-SUPP. SUMMARY OF CLOSURES BY AGENCY
 (Report Data for November 9, 1999 Through September 30, 2000)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. NUMBER OF CLOSURES BY CATEGORY	368	167053	453.95
1. WITHDRAWALS	33	20274	614.36
2. SETTLEMENTS	35	22472	642.06
3. FINAL AGENCY DECISIONS	300	124307	414.36
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	251	71732	285.78
1. FINDING DISCRIMINATION	6	6559	1093.17
2. FINDING NO DISCRIMINATION	145	24561	169.39
3. DISMISSAL OF COMPLAINTS	100	40612	406.12
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	49	52575	1072.96
1. AJ DECISION FULLY IMPLEMENTED	49	52575	1072.96
(A) FINDING DISCRIMINATION	1	806	806.00
(B) FINDING NO DISCRIMINATION	48	51769	1078.52
2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
(A) FINDING DISCRIMINATION	0	0	0.00
1. AGENCY DISAGREED WITH FINDING BUT AGREED WITH REMEDY	0	0	0.00
2. AGENCY AGREED WITH FINDING BUT DISAGREED WITH REMEDY	0	0	0.00
3. AGENCY DISAGREED WITH BOTH FINDING AND REMEDY	0	0	0.00
(B) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	0	0	0.00

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

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION 61

B. AMOUNT OF MONETARY BENEFITS AWARDED 413862.82
 1. BACK PAY/FRONT PAY 401712.82
 2. LUMP SUM PAYMENT 12150.00

C. COMPENSATORY DAMAGES 487616.00

D. ATTORNEY'S FEES AND COSTS AWARDED 294447.50

E. TYPES OF CORRECTIVE ACTIONS	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	3	6
a. RETROACTIVE	3	4
b. NON-RETROACTIVE	0	2
3. DISCIPLINARY ACTION	0	1
a. RESCINDED	0	1
b. MODIFIED	0	0
4. REINSTATEMENT	1	0
5. REASSIGNMENT	1	5
6. PERFORMANCE EVALUATION MODIFIED	0	3
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	2
8. OTHER (SPECIFY BELOW) AWDS/TRNG/DETAIL/PRIOR CON/POST OR	6	33

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PART VIII. SUMMARY OF OPEN INVENTORY PENDING END OF
 REPORTING PERIOD

	TOTAL NUMBER PENDING	TOTAL NUMBER OF DAYS	AVERAGE OF DAYS	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY AT THE END OF REPORTING PERIOD	1389	847214	609.9	223	168	998
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	173	470390	2719.0	105	19	49
b. INVESTIGATION	226	86541	382.9	100	38	88
c. HEARINGS	712	43172	60.6	16	74	622
d. FINAL DECISION BY THE AGENCY	278	247111	888.9	2	37	239

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PART VIII - SUPP - STATUS OF OPEN INVENTORY
(Including Information on Consolidation of Cases)

	NUMBER
1. Pending inventory as of October 1, 1999	1297
2. Complaints filed in FY 2000	510
3. Add line 1 and line 2	1807
4. Total complaints in line 3 that were NOT consolidated	1782
5. Total complaints from line 4 that were closed this reporting period	418
6. Total complaints in line 3 that WERE consolidated	25
7. Total complaints from line 6 that were closed this reporting period	8
8. Number of joint processing units* from consolidation of complaints	17
9. Pending inventory as of September 30, 2000	1389

*Joint processing units are the resulting number of 'units' of multiple complaints from line 6 that will be processed together, in accordance with 29 CFR 1614 regulations

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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	471	168281	357.3
a. NUMBER COMPLETED BY AGENCY PERSONNEL	0	0	0.0
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	471	168281	357.3
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	122	16964	139.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	146	31434	215.3
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	203	119883	590.6
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			1254049.67
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			0.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			1254049.67

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COMMENTS

THE DATA IN THIS REPORT WAS EXTRACTED FROM TWO SOURCES: EEO ASSISTANT DATABASE AND MANUAL REPORTS AS INS OFFICE OF EEO CONTINUES TO VALIDATE DATA TO ENSURE DATA INTEGRITY. DISCREPANCIES BETWEEN THE DATA REPORTED BY CAO AND THE ACTUAL NUMBERS IN THIS REPORT ARE BEING ADDRESSED.

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period of October 1, 1999 through September 30, 2000 is accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL

D. DIANE WEAVER, DIRECTOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY

TYPED NAME AND TITLE OF PREPARER

MALINDA EPPERSON, ACTING CHIEF, COMPLAINTS PROGRAM MANAGEMENT BRANCH

DATE 11-14-00

TELEPHONE NUMBER (703) 514-2824

EMAIL ADDRESS MEPPERSON@DOJ.GOV

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

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ADR ACTIVITIES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	16	6		
4. OTHER (Please Specify below)	0	0		
TOTAL	16	6		
TYPES OF ADR TECHNIQUES				
1. MEDIATION	16	6	749	46.81
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below)	0	0	0	0.00
TOTAL	16	6	749	46.81

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ADR ACTIVITIES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		3	3	174	58.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		13	3	575	44.23
4. OTHER (Please specify below)		0	0	0	0.00
TOTAL		16	6	749	46.81
BENEFITS					
1. MONETARY RELIEF	0.00	0	0	0	0.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	0.00	0	0		
C. LUMP SUM	0.00	0	0		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		3	3	174	58.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		1	1		
D. EXPUNGEMENTS		0	0		
E. TRANSFERS		0	0		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below) TRAINING/PRIORITY CONSID		2	2		

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ADR ACTIVITIES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
ADR RESOURCES USED				
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	2	2		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	10	6		
4. OTHER (Please Specify below)	0	0		
TOTAL	12	8		
TYPES OF ADR TECHNIQUES				
1. MEDIATION	12	8	693	57.75
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below)	0	0	0	0.00
TOTAL	12	8	693	57.75

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

ADR ACTIVITIES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		1	1	148	148.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		11	7	545	49.55
4. OTHER (Please specify below)		0	0	0	0.00
TOTAL		12	8	693	57.75
BENEFITS					
1. MONETARY RELIEF	0.00	0	0	0	0.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	0.00	0	0		
C. LUMP SUM	0.00	0	0		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		1	1	148	148.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		0	0		
D. EXPUNGEMENTS		0	0		
E. TRANSFERS		1	1		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below)		0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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ADR ACTIVITIES

PART III. PRE-COMPLAINT ADR PROGRAM

X BEFORE JAN 1, 2000
AFTER JAN 1, 2000
NO PROGRAM

PART IV. POST-COMPLAINT ADR PROGRAM

X BEFORE JAN 1, 2000
AFTER JAN 1, 2000
NO PROGRAM

PART V. EMPLOYEE RIGHTS

ARE EMPLOYEES REQUIRED TO WAIVE THEIR RIGHTS UNDER 29 CFR 1614? N Y/N
IF THE RESPONSE IS YES, PLEASE SPECIFY BELOW THE RIGHTS THAT ARE WAIVED:

PART VI. BASIC ORIENTATION TRAINING

	TOTAL NUMBER	NUMBER TRAINED
1. MANAGERS	5203	0
2. EMPLOYEES	27150	30

PART VII. WORKFORCE

	TOTAL WORKFORCE	NUMBER THAT CAN PARTICIPATE
1. WORKFORCE THAT CAN PARTICIPATE IN ADR PROGRAM	32353	32353

PART VIII. RESOURCES

	NUMBER
1. FULL TIME	0
2. PART TIME	0
3. COLLATERAL DUTY	±00663296 0