

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

REPORTING PERIOD: FY 2002

PART I PRE-COMPLAINT COUNSELING		
COUNSELING		
571	A. TOTAL NUMBER OF INDIVIDUALS COUNSELED	
314	1. NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS	
219	2. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90 DAYS	
36	3. NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS	
2	4. NUMBER OF INDIVIDUALS COUNSELED DUE TO REMANDS	
NON-ADR SETTLEMENTS DURING COUNSELING		
B. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS		
	Number	Amount
	0	\$ 0.00
	0	\$ 0.00
	0	\$ 0.00
	0	\$ 0.00
	\$	5
	\$	6
	\$	7
3	C. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE			
A. AGENCY RESOURCES			
	NUMBER	PERCENT	
1. WORK FORCE			
a. TOTAL WORK FORCE	35687		
b. PERMANENT EMPLOYEES	32722		
2. COUNSELOR			
a. FULL-TIME	10	13.51	
b. PART-TIME	1	1.35	
c. COLLATERAL DUTY	63	85.14	
3. INVESTIGATOR			
a. FULL-TIME	0	0.00	
b. PART-TIME	0	0.00	
c. COLLATERAL DUTY	0	0.00	
4. COUNSELOR/INVESTIGATOR			
a. FULL-TIME	0	0.00	
b. PART-TIME	0	0.00	
c. COLLATERAL DUTY	0	0.00	

B. STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	0	2	0	20	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	1	0	20	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	1	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	74	31	0	153	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	74	31	0	135	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	18	0	0

PART II FORMAL COMPLAINT ACTIVITIES	
1221	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
418	B. COMPLAINTS FILED
8	C. REMANDS
1647	D. TOTAL COMPLAINTS (sum of lines A+B+C)
1490	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
375	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
157	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
87	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1185	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
377	J. INDIVIDUALS FILING COMPLAINTS
74	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

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: George H. Bohlinger III		
TITLE: Executive Associate Commissioner, Office of Management		

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				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			
A. APPOINTMENT/HIRE	0	0	1	0	0	0	0	1	1	2	0			1	0	0	6	3	3
B. ASSIGNMENT OF DUTIES	0	3	38	18	3	0	51	1	5	1	1			12	2	5	140	63	57
C. AWARDS	0	0	1	6	0	2	2	2	1	1	0			1	0	0	16	11	10
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	33	23	0	1	11	6	6	6	0			4	1	7	98	71	71
1. DEMOTION	0	0	1	6	0	0	0	0	0	0	0			0	0	0	7	4	4
2. REPRIMAND	0	0	12	5	0	0	4	2	5	2	0			1	1	3	35	29	29
3. SUSPENSION	0	0	7	12	0	0	0	1	0	1	0			2	0	2	25	15	15
4. REMOVAL	0	0	13	0	0	1	7	3	1	3	0			1	0	2	31	23	23
5. Letter of Instruction	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
6. Referred to OPR	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
7. Oral Reprimand	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
F. DUTY HOURS	1	0	1	2	0	0	7	0	3	2	0			3	0	1	20	16	16
G. EVALUATION/APPRaisal	2	2	2	6	2	1	13	4	6	2	0			4	1	0	45	33	30
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0			3	0	0	3	3	3
I. HARASSMENT	2	5	50	21	7	0	61	29	34	9	5			37	13	5	278	197	172
1. NON-SEXUAL	2	5	50	21	7	0	61	23	27	9	5			37	13	5	265	184	163
2. SEXUAL							0	6	7								13	13	9
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	4	2	2
L. PROMOTION/NON-SELECTION	2	4	5	35	5	6	41	14	13	15	4			45	10	11	210	107	98
M. REASSIGNMENT	0	0	0	5	0	1	4	1	0	2	0			0	0	0	13	7	6
1. DENIED	0	0	0	3	0	1	2	0	0	2	0			0	0	0	8	4	3
2. DIRECTED	0	0	0	2	0	0	2	1	0	0	0			0	0	0	5	3	3
N. REASONABLE ACCOMMODATION						2	10								0	2	14	4	3
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	1	0	0	0			2	0	0	3	3	3
Q. TERMINATION	0	0	1	1	1	0	5	3	2	2	0			3	1	1	20	8	8
R. TERMS/CONDITIONS OF EMPLOYMENT	4	2	7	21	1	1	42	20	22	8	16			22	4	4	174	57	49
S. TIME AND ATTENDANCE	2	2	3	5	0	0	7	0	2	0	2			2	0	0	25	18	15
T. TRAINING	1	0	1	5	0	0	13	12	3	3	3			0	0	1	42	30	27
U. OTHER (Please specify below)																			
1. OPR Investigation	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. Erroneous Information	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
3. Performance Improvement Plan	0	0	1	2	0	0	0	0	0	0	0			0	0	0	3	2	2
4. SAPP Score	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
5. Benefits	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
TOTAL ISSUES BY BASES	14	18	144	150	19	14	269	96	98	53	31	0	0	139	32	37			
TOTAL COMPLAINTS FILED BY BASES	11	15	108	129	5	6	199	94	92	47	28	0	0	103	22	30			
TOTAL COMPLAINANTS BY BASES	9	13	89	109	4	6	180	77	71	41	23	0	0	91	17	22			

PART V - SUMMARY OF CLOSURES BY STATUTE

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

<u>439</u>	1. TITLE VII
<u>122</u>	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
<u>93</u>	3. REHABILITATION ACT
<u>0</u>	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

654 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	462	399545	864.82
1. WITHDRAWALS	31	24742	798.13
2. SETTLEMENTS	82	45536	555.32
3. FINAL AGENCY DECISIONS (B+C)	349	329267	943.46
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	224	170947	
1. FINDING DISCRIMINATION	4	4263	1065.75
2. FINDING NO DISCRIMINATION	120	94200	785.00
3. DISMISSAL OF COMPLAINTS	100	72484	724.84
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	125	158320	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	111	143919	
(a) FINDING DISCRIMINATION	6	8400	1400.00
(b) FINDING NO DISCRIMINATION	105	135519	1290.66
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b)	6	9981	
(a) FINDING DISCRIMINATION (i+ii+iii)	6	9981	1663.50
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	1020	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	6	8961	1493.50
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	8	4420	552.50

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	92	
B. CLOSURES WITH MONETARY BENEFITS	26	\$ 346872.00
1. BACK PAY/FRONT PAY	10	\$ 296787.00
2. LUMP SUM PAYMENT	16	\$ 50085.00
C. CLOSURES WITH NON-MONETARY BENEFITS	19	
D. CLOSURES WITH COMPENSATORY DAMAGES	23	\$ 246512.26
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	34	\$ 329571.29
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH MONETARY BENEFITS	NUMBER WITH NON-MONETARY BENEFITS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	7	5
a. RETROACTIVE	7	2
b. NON-RETROACTIVE	0	3
3. DISCIPLINARY ACTION	6	5
a. RESCINDED	6	5
b. MODIFIED	0	0
4. REINSTATEMENT	2	3
5. REASSIGNMENT	3	1
6. PERFORMANCE EVALUATION MODIFIED	1	4
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	18
8. ACCOMMODATION	2	13
9. TRAINING/TUITION/ETC.	2	5
10. LEAVE RESTORED	3	3
11. Inspection Report Not Used	0	0
12. Post a Notice	0	6
13. Performance Award	0	0

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	1185	874281		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	200	29487	147.44	4372
2. COMPLAINTS PENDING IN INVESTIGATION	171	45889	268.36	3811
3. COMPLAINTS PENDING IN HEARINGS	470	469030	997.94	12124
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	344	329875	958.94	13750

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	314	80104	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. COST OF AGENCY INVESTIGATIONS	\$ 0.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	314	80104	255.11
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	131	17112	130.63
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	126	27583	218.91
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	57	35409	621.21
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 943645.67		

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	37	37		
B. INDIVIDUALS COUNSELED THROUGH ADR	0	0		
C. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	571	571		
2. REJECTED BY COMPLAINANT	312	312		
3. REJECTED BY AGENCY	1	1		
4. TOTAL ACCEPTED INTO ADR	258	257		
D. RESOURCES USED (1+2+3+4+5+6+7)	258	257		
1. INHOUSE	33	33		
2. ANOTHER FEDERAL AGENCY	225	224		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.				
6.				
7.				
E. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	258	257	13008	50.42
1. MEDIATION	258	257	13008	50.42
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. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.				
11.				
12.				
F. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	256	255	17221	67.27
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	86	85	6144	71.44
b. NO FORMAL COMPLAINT FILED	41	41	2878	70.20
c. NO RESOLUTION	129	129	8199	63.56
d. Withdrawal				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	39	39	2145	55.00
G. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	5	5	\$ 8839.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	1	1	\$ 239.84	
c. LUMP SUM	2	2	\$ 2600.00	
d. ATTORNEY'S FEES AND COSTS	2	2	\$ 6000.00	
e. Special Act Award	0	0	\$ 0.00	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	86	85		
a. NEW HIRES	2	2		
b. PROMOTIONS	2	2		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	8	8		
e. TRANSFERS	12	12		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	4	4		
g. REASONABLE ACCOMMODATIONS	10	10		
h. TRAINING	21	21		
i. APOLOGY	1	1		
j. Leave	10	9		
k. Better Communication Methods	0	0		
l. Rating/Disciplinary Action Change	16	16		

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	3	3		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	17	13		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	17	13		
C. RESOURCES USED (1+2+3+4+5+6+7)	17	13		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	17	13		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.				
6.				
7.				
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	17	13	641	37.71
1. MEDIATION	17	13	641	37.71
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. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.				
11.				
12.				
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	15	13	507	33.80
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	6	4	162	27.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	9	9	345	38.33
d.				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	5	3	175	35.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	2	2	\$ 16200.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	2	1	\$ 1200.00	
d. ATTORNEY'S FEES AND COSTS	2	1	\$ 15000.00	
e. QSI	0	0	\$ 0.00	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	4	3		
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 VOLUNTARY RESIGNATIONS	1	1		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	0	0		
i. APOLOGY	0	0		
j. Reassignment	0	0		
k. Performance Rating	2	1		
l.				

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	5735	1210
2.	EMPLOYEES	29952	3348
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		35687	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		182	
1.	FULL TIME	4	
2.	PART TIME	0	
3.	COLLATERAL DUTY	178	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 240260.75	

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 October 1, 2001 through September 30, 2002 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL:

TYPED NAME AND TITLE OF PREPARER: Chrystal R Rivera, EEO Manager

SIGNATURE OF PREPARER:

DATE: 11/1/2002

TELEPHONE NUMBER: 202-514-2732

E-MAIL: chrystal.r.rivera@usdoj.gov

This report is due to the following address on or before October 31st:

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

Appendix A - Comments

Part 3

Data is accurate; there are fewer agency counselors than in FY01.
18 experienced contract investigators will receive required 8 hour training by end of calendar year 02.

Part 6

Data is accurate.

Part 7

Data is accurate.
Data is accurate.

Part 8

Data is accurate.
Data is accurate.

Part 10

Data is accurate.
Data is accurate.
Data is accurate. More mediations occurred in FY02.
Data is accurate. More individuals used the ADR/mediation process in FY02.
Data is accurate. The ADR program was more heavily utilized in FY02.
Data is accurate. More individuals utilized the ADR program in FY02.
Data is accurate. More complaints were settled via ADR in FY02.
Data is accurate. More complaints were settled via ADR in FY02.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.

Part 11

Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate,
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.
Data is accurate.

Part 12

Web-based EEO ADR training is available on-line for all employees.