

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 Investigation

REPORTING PERIOD: FY 2002

PART I PRE-COMPLAINT COUNSELING	
COUNSELING	
318	A. TOTAL NUMBER OF INDIVIDUALS COUNSELED
275	1. NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS
27	2. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90 DAYS
16	3. NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS
0	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	1. COMPENSATORY DAMAGES
0	\$ 0.00	2. BACKPAY/FRONTPAY
0	\$ 0.00	3. LUMP SUM PAYMENT
0	\$ 0.00	4. ATTORNEYS FEES AND COSTS
	\$	5
	\$	6
	\$	7
0	C. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	

PART II FORMAL COMPLAINT ACTIVITIES	
257	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
104	B. COMPLAINTS FILED
4	C. REMANDS
365	D. TOTAL COMPLAINTS (sum of lines A+B+C)
273	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
83	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
92	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
18	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
264	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
94	J. INDIVIDUALS FILING COMPLAINTS
24	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE			
A. AGENCY RESOURCES			
	NUMBER	PERCENT	
1. WORK FORCE			
a. TOTAL WORK FORCE	27128		
b. PERMANENT EMPLOYEES	27128		
2. COUNSELOR			
a. FULL-TIME	1	0.31	
b. PART-TIME	0	0.00	
c. COLLATERAL DUTY	324	99.69	
3. INVESTIGATOR			
a. FULL-TIME	8	11.27	
b. PART-TIME	0	0.00	
c. COLLATERAL DUTY	63	88.73	
4. COUNSELOR/INVESTIGATOR			
a. FULL-TIME	0	0.00	
b. PART-TIME	0	0.00	
c. COLLATERAL DUTY	8	100.00	

B. STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	57	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	57	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	268	0	71	0	8	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	125	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
	143	0	71	0	8	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:	Bruce Gebhardt			
TITLE:	Deputy Director			

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE
	RACE				COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		MENTAL		PHYSICAL				
	AMER. INDIAN/ ALASKAN NATIVE	AMER. ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE							
A. APPOINTMENT/HIRE	0	0	0	0	0	0	1	0	2	0	2			3	0	0	8	4	4	
B. ASSIGNMENT OF DUTIES	0	0	5	0	0	0	6	1	2	3	4			2	1	3	27	10	10	
C. AWARDS	0	0	0	0	0	0	0	2	1	2	0			0	0	0	5	5	5	
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	2	0	0			0	0	0	2	1	1	
E. DISCIPLINARY ACTION	0	0	3	3	0	0	10	2	9	0	1			2	2	2	34	14	14	
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
2. REPRIMAND	0	0	0	1	0	0	1	1	1	0	1			0	0	0	5	3	3	
3. SUSPENSION	0	0	1	0	0	0	3	0	2	0	0			1	1	0	8	3	3	
4. REMOVAL	0	0	1	0	0	0	0	1	2	0	0			1	1	1	7	4	4	
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	1	2	0	0	6	0	4	0	0			0	0	1	14	4	4	
7. Oral Reprimand	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
F. DUTY HOURS	0	0	1	0	0	1	1	0	1	0	0			1	0	1	6	2	2	
G. EVALUATION/APPRaisal	0	0	3	0	2	1	9	4	5	2	0			0	0	0	26	12	12	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
I. HARASSMENT	0	0	3	2	0	2	9	13	13	7	2			1	0	1	53	21	21	
1. NON-SEXUAL	0	0	3	2	0	2	9	8	12	7	2			1	0	1	47	18	18	
2. SEXUAL							0	5	1								6	3	3	
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	0	0			0	0	0	1	1	1	
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	2	2	
L. PROMOTION/NON-SELECTION	0	0	2	2	0	0	20	1	10	12	1			7	0	1	56	30	18	
M. REASSIGNMENT	0	0	1	2	0	2	7	1	10	0	1			1	0	1	26	12	12	
1. DENIED	0	0	0	1	0	1	1	0	3	0	0			0	0	1	7	3	3	
2. DIRECTED	0	0	1	1	0	1	6	1	7	0	1			1	0	0	19	9	9	
N. REASONABLE ACCOMMODATION						1	1								0	3	5	4	4	
O. REINSTATEMENT	0	0	0	0	0	0	2	0	1	0	0			1	0	1	5	3	3	
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	2	1	0	1	7	1	5	3	0			1	0	0	21	14	12	
S. TIME AND ATTENDANCE	0	0	2	0	0	0	3	0	2	0	0			0	0	0	7	4	4	
T. TRAINING	0	0	0	1	0	0	0	1	3	2	0			0	0	0	7	6	6	
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	1	0	0	1	9	0	3	0	0			0	0	0	14	9	8	
3. Performance Improvement Plan	0	0	1	0	0	0	2	1	4	1	1			0	0	0	10	7	7	
4. SAPP Score	0	0	0	0	0	0	2	0	1	1	0			0	0	0	4	2	2	
5. Benefits	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1	
TOTAL ISSUES BY BASES	0	0	24	11	2	9	90	27	75	35	12	0	0	19	3	13				
TOTAL COMPLAINTS FILED BY BASES	0	0	13	5	1	4	41	6	31	19	5	0	0	15	3	10				
TOTAL COMPLAINANTS BY BASES	0	0	13	5	1	4	30	6	30	9	5	0	0	12	3	10				

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)	
101	1. TITLE VII
35	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
22	3. REHABILITATION ACT
3	4. EQUAL PAY ACT (EPA)
B. TOTAL BY STATUTES	
161	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)	101	78988	782.06
1. WITHDRAWALS	10	5162	516.20
2. SETTLEMENTS	19	15981	841.11
3. FINAL AGENCY DECISIONS (B+C)	72	57845	803.40
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	47	32131	
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	32	28633	894.78
3. DISMISSAL OF COMPLAINTS	15	3498	233.20
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	25	25714	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	11	13106	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	11	13106	1191.45
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b)	2	3417	
(a) FINDING DISCRIMINATION (i+ii+iii)	2	3417	1708.50
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	2	3417	1708.50
(b) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	12	9191	765.92

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	19	
B. CLOSURES WITH MONETARY BENEFITS	6	\$ 46396.91
1. BACK PAY/FRONT PAY	2	\$ 23864.00
2. LUMP SUM PAYMENT	4	\$ 22532.91
C. CLOSURES WITH NON-MONETARY BENEFITS	13	
D. CLOSURES WITH COMPENSATORY DAMAGES	2	\$ 15000.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	5	\$ 58000.00
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH MONETARY BENEFITS	NUMBER WITH NON-MONETARY BENEFITS
1. HIRE	2	2
a. RETROACTIVE	2	1
b. NON-RETROACTIVE	0	1
2. PROMOTION	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	3	3
6. PERFORMANCE EVALUATION MODIFIED	0	3
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	3	1
8. ACCOMMODATION	1	2
9. TRAINING/TUITION/ETC.	1	3
10. LEAVE RESTORED	1	0
11. Inspection Report Not Used	1	1
12. Post a Notice		1
13. Performance Award		

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)	264	230721		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	30	2048	68.27	228
2. COMPLAINTS PENDING IN INVESTIGATION	82	25857	315.33	1441
3. COMPLAINTS PENDING IN HEARINGS	102	127769	1252.64	2217
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	50	75047	1500.94	1998

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)	83	37369	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	80	33767	422.09
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		6	961	160.17
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		34	9986	293.71
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		40	22820	570.50
2. COST OF AGENCY INVESTIGATIONS		\$ 600801.13		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)	3	3602	1200.67
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		3	3602	1200.67
4. COST OF CONTRACTOR INVESTIGATIONS		\$ 5463.83		

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	5	5		
B. INDIVIDUALS COUNSELED THROUGH ADR	0	0		
C. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	25	25		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	1	1		
4. TOTAL ACCEPTED INTO ADR	22	22		
D. RESOURCES USED (1+2+3+4+5+6+7)	20	20		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	20	20		
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)	20	20	1883	94.15
1. MEDIATION	20	20	1883	94.15
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)	20	20	1883	94.15
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	9	9	689	76.56
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. NO RESOLUTION	11	11	1194	108.55
d. Withdrawal				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	7	7	90	12.86
G. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	1	1	\$ 2860.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	1	1	\$ 2860.00	
d. ATTORNEY'S FEES AND COSTS	0	0	\$ 0.00	
e. Special Act Award			\$	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	8	8		
a. NEW HIRES	0	0		
b. PROMOTIONS	0	0		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	2	2		
e. TRANSFERS	1	1		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	1	1		
h. TRAINING	5	3		
i. APOLOGY	0	0		
j. Leave	4	4		
k. Better Communication Methods	0	0		
l. Rating/Disciplinary Action Change				

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	41	41		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	117	86		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	117	86		
C. RESOURCES USED (1+2+3+4+5+6+7)	117	86		
1. INHOUSE	117	86		
2. ANOTHER FEDERAL AGENCY	0	0		
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)	117	86	9002	76.94
1. MEDIATION	117	86	9002	76.94
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)	114	100	42291	370.97
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	6	6	1489	248.17
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	108	94	40802	377.80
d.				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	44	27	28382	645.05
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	1	1	\$ 850.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	1	1	\$ 850.00	
d. ATTORNEY'S FEES AND COSTS	0	0	\$ 0.00	
e. QSI			\$	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	5	5		
a. NEW HIRES	0	0		
b. PROMOTIONS	2	2		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	0	0		
e. TRANSFERS	3	3		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	1	1		
h. TRAINING	2	2		
i. APOLOGY	0	0		
j. Reassignment				
k. Performance Rating				
l.				

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

A. BASIC ADR ORIENTATION TRAINING		NUMBER	TRAINED
		1. MANAGERS	8138
2. EMPLOYEES	18990	6347	
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		27128	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		114	
1. FULL TIME		0	
2. PART TIME		0	
3. COLLATERAL DUTY		114	
D. ADR FUNDING SPENT		AMOUNT	
		\$ 67095.00	

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: Barry K Ward, Equal Employment Specialist

SIGNATURE OF PREPARER:

DATE: 11/7/2002

TELEPHONE NUMBER: 202-324-2818

E-MAIL: bardeb1@MSN.com

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*

