

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**
(REPORTING PERIOD BEGINS 1 October 2000 AND ENDS 30 September 2001)

AGENCY OR DEPARTMENT: U.S. Marshals Service

PART I PRE-COMPLAINT COUNSELING

COUNSELING

75 I. TOTAL NUMBER OF INDIVIDUALS COUNSELED

13 A. NUMBER OF INDIVIDUAL COUNSELED WITHIN 30 DAYS

40 B. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90

22 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)

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

PART II FORMAL COMPLAINT ACTIVITIES

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

44 2. COMPLAINTS FILED

2 3. REMANDS

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

155 5. COMPLAINTS IN LINE 4 THAT WERE NOT CONSOLIDATED

63 6. COMPLAINTS IN LINE 5 CLOSED DURING REPORT PERIOD

0 7. COMPLAINTS IN LINE 4 THAT WERE CONSOLIDATED

0 8. COMPLAINTS IN LINE 7 CLOSED DURING REPORT PERIOD

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

41 10. INDIVIDUALS FILING COMPLAINTS

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

PART III

A. AGENCY RESOURCES	NUMBER	PERCENT
1. WORK FORCE		
A. TOTAL WORK FORCE	4028	
B. PERMANENT	4028	
2. COUNSELOR	3	
A. FULL-TIME	0	0.00
B. PART-TIME	3	100.00
C. COLLATERAL DUTY	0	0.00
3. INVESTIGATOR	0	
A. FULL-TIME	0	0.00
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	0	0.00
4. COUNSELOR/INVESTIGATOR	1	
A. FULL-TIME	0	0.00
B. PART-TIME	1	100.00
C. COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELOR	INVESTIGATOR	COUNSELOR/ INVESTIGATOR
1. NEW STAFF - TOTAL	0	0	0
A. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	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	3	0	1
A. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	3	0	1
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
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		X
PERSON:	Donald A. Gambatesa	
TITLE:	Deputy Director	

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													TOTAL COMPLAINTS BY ISSUE <<NEW>>	TOTAL COMPLAINTS BY ISSUE <<NEW>>		
	RACE AND COLOR			RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY			TOTAL BASES BY ISSUE	
	AMER. INDIAN ALASKAN NATIVE	AMER. ASIAN PACIFIC ISLANDER	BLACK			WHITE	MALE	FEMALE	HISPANIC	OTHER	MALE		FEMALE				MENTAL
1. Appointment/Hire	0	0	2	0	0	0	1	0	0	1	0	0	1	0	5	4	4
2. Assignment Of Duties	0	0	3	4	0	0	10	2	2	1	0	6	0	2	30	14	14
3. Awards	0	0	1	2	0	0	1	0	2	0	0	1	0	0	7	4	4
4. Conversion To Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disciplinary Action	0	0	1	0	0	0	2	1	1	0	0	2	0	0	7	3	3
a. A. Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
b. B. Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
c. C. Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
d. D. Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
e. Letter of Instruction	0	0	1	0	0	0	2	1	1	0	0	2	0	0	7	3	3
f. Referred to OPR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
g. Oral Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Duty Hours	0	0	1	1	0	0	2	0	1	1	0	1	0	1	8	3	3
7. Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Harassment	0	0	4	2	0	0	7	2	4	4	2	5	1	1	32	16	16
a. A. Non-Sexual	0	0	4	2	0	0	7	2	4	4	2	5	1	1	32	16	16
b. B. Sexual							0	0	0	0	0			0	0	0	
10. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11. Pay Including Overtime	0	0	3	1	0	0	4	0	1	0	0	4	0	1	14	5	5
12. Promotion/Non-Selection	0	0	2	6	0	0	1	2	0	1	1	3	0	0	16	11	11
13. Reassignment	0	0	0	2	0	0	2	0	2	0	0	0	0	2	8	4	4
a. A. Denied	0	0	0	1	0	0	1	0	2	0	0	0	0	1	5	3	3
b. B. Directed	0	0	0	1	0	0	1	0	0	0	0	0	0	1	3	1	1
14. Reasonable Accommodation					0	0	0							0	0	0	0
15. Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Retirement	0	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	0
18. Terms/Conditions Of	0	0	1	5	0	0	7	6	1	1	0	4	0	3	28	11	11
19. Time And Attendance	0	0	1	1	0	0	3	2	2	0	0	3	0	1	13	6	6
20. Training	0	0	1	3	0	0	5	2	2	2	0	5	0	1	21	10	10
21. Other (Please specify below)																	
a. Internal Affairs Investigation	0	0	1	1	0	0	2	1	0	0	0	2	0	0	7	3	3
b. N/A	0	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	0
d. Disparate Treatment	0	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	0
Total Issued By Bases	0	0	21	28	0	0	47	18	18	11	3	0	2	2	36	12	12
Total Complaints Filed by Bases	0	0	9	13	0	0	18	9	9	6	2	0	2	2	11	6	6
Total Complaints by Bases	0	0	9	12	0	0	18	9	9	6	2	0	2	2	11	6	6

PART V SUMMARY OF CLOSURES BY STATUTE

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

59 A. TITLE VII
11 B. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
8 C. REHABILITATION ACT
0 D. EOUAL PAY ACT (EPA)

2. TOTAL BY STATUTES

78 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)	63	52215	
A. WITHDRAWALS	7	1758	
B. SETTLEMENTS	7	2611	
C. FINAL AGENCY DECISIONS (2+3)	49	47846	
2. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (A+B+C)	40	40600	
A. FINDING DISCRIMINATION	1	816	
B. FINDING NO DISCRIMINATION	27	24194	
C. DISMISSAL OF COMPLAINTS	12	15590	
3. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (A+B+C)	9	7246	
A. AJ DECISION FULLY IMPLEMENTED (1+2)	7	5261	
(1) FINDING DISCRIMINATION	1	564	
(2) FINDING NO DISCRIMINATION	6	4697	
B. AJ DECISION NOT FULLY IMPLEMENTED (1+2)	0	0	
(1) FINDING DISCRIMINATION (a+b+c)	0	0	
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	0	0	
(2) FINDING NO DISCRIMINATION	0	0	
C. DISMISSAL OF COMPLAINTS	2	1985	

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

	NUMBER	AMOUNT
1. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	9	
2. CLOSURES WITH MONETARY BENEFITS	3	\$2500
A. BACK PAY/FRONT PAY	2	\$0
B. LUMP SUM PAYMENT	1	\$2500
3. CLOSURES WITH NON-MONETARY BENEFITS	6	
4. CLOSURES WITH COMPENSATORY DAMAGES	1	\$3000
5. CLOSURES WITH ATTORNEY'S FEES AND COSTS	1	\$0
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	4
1. RETROACTIVE	0	0
2. NON-RETROACTIVE	0	4
C. DISCIPLINARY ACTION	0	0
1. RESCINDED	0	0
2. MODIFIED	0	0
D. REINSTATEMENT	0	0
E. REASSIGNMENT	0	2
F. PERFORMANCE EVALUATION MODIFIED	0	1
G. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	0
H. ACCOMODATION	0	0
I. TRAINING/TUITION/ETC.	0	1
J. LEAVE RESTORED	1	0
K. Award (PLEASE SPECIFY ON COMMENTS PAGE)	0	0
L. Other 1 (PLEASE SPECIFY ON COMMENTS PAGE)	1	0
M. Other 2 (PLEASE SPECIFY ON COMMENTS PAGE)	1	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)	92	51293		
A. COMPLAINTS PENDING WRITTEN NOTIFICATION	9	904		157
B. COMPLAINTS PENDING IN INVESTIGATION	29	6353		527
C. COMPLAINTS PENDING IN HEARING	19	14795		2627
D. COMPLAINTS PENDING A FINAL AGENCY DECISION	35	29241		1880

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS
I. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(A+C)	30	13681
A. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL		7	3043
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		1	176
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		1	326
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		5	2541
B. COST OF AGENCY INVESTIGATIONS		2421	
C. INVESTIGATIONS COMPLETED BY CONTRACTORS		23	10638
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		2	314
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		12	2907
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		9	7417
D. COST OF CONTRACTOR INVESTIGATIONS		180110	

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)			
	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS (a+b)	10	10	
a. Directly	0	0	
b. Through counseling	10	10	
2. RESOURCES USED (a+b+c+d+e+f+g)	2	2	
a. INHOUSE	2	2	
b. ANOTHER FEDERAL AGENCY	0	0	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	0	0	
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)	2	2	279
a. MEDIATION	2	2	279
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)	5	5	581
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-Monetary)	2	2	279
b. WITHDRAWALS	1	1	243
c. ADR FAILED	0	0	0
d. Returned for Counseling (Please specify on comments page)	2	2	59
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
II. OPEN INVENTORY - ADR PENDING	5	5	449
	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	2	2	
1. NEW HIRES	0	0	
2. PROMOTIONS	0	0	
3. REINSTATEMENTS	0	0	
4. EXPUNGEMENTS	1	1	
5. TRANSFERS	0	0	
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0	
7. REASONABLE ACCOMMODATIONS	0	0	
8. TRAINING	0	0	
9. Perf Eval Changed (Please specify on comments page)	0	0	
10. Administrative Leave (Please specify on comments page)	1	1	
11. OTHER (Please specify on comments page)			

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS	2	2	
2. RESOURCES USED (a+b+c+d+e+f+g)	2	2	
a. INHOUSE	1	1	
b. ANOTHER FEDERAL AGENCY	0	0	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	1	1	
d. MULTIPLE RESOURCES USED (Please specify)	0	0	
e. Other 1 (Please specify on comments page)	0	0	
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)	2	2	278
a. MEDIATION	2	2	278
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)	1	1	154
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	154
b. WITHDRAWALS	0	0	0
c. ADR FAILED	0	0	0
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	1	1	124
	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. OTHER (Please specify on comments page)			
6. OTHER (Please specify on comments page)			
7. OTHER (Please specify on comments page)			
B. NON-MONETARY	1	1	
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	0	0	
9. Reassignment (Please specify on comments page)	1	1	
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	710	1
b. EMPLOYEES	3318	1
2. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER	
	4028	
4. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	NUMBER	
a. FULL TIME	6	
b. PART TIME	0	
c. COLLATERAL DUTY	2	
	4	
4. FUNDING AVAILABLE FOR ADR	AMOUNT	
	\$15000	

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: Joann W. Grady, Chief, Complaints Processing

SIGNATURE OF PREPARER:

DATE: 12/18/2001

TELEPHONE NUMBER: (202) 307-9040

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
4	#5e - Disciplinary Action (other) = Letter of Instruction
4	#21a (other) = Internal Affairs Investigation
7	#7e - Closures w/ attorney's fees & costs: amount still pending calculations.
Awaiting attorney's itemized billing statement.	
10	Although 10 complainants elected ADR, only 2 used ADR during the fiscal year. Therefore, resources and techniques used = 2.
10	#4 - Status of Cases/Total Closed: mediation was not conducted; two complainants returned to EEO for processing.
10	#5 - Benefits Received/Non-monetary: other = reassignment
10	#5 - correction: Other = administrative leave
11	#5 - Benefits Received/Non-monetary: other = reassignment
7	Types of corrective action: Item L (other) = retirement.
7	Correction: Types of corrective action (L) = within-grade increase.
7	Types of corrective action: Item M (other) = compensatory damages.