

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

AGENCY OR DEPARTMENT:
UNITED STATES MARSHALS SERVICE

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

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 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
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PART I. PRE-COMPLAINT ALTERNATIVE DISPUTE
 RESOLUTION (ADR) AND COUNSELING

ADR

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

COUNSELING

- 93 2. TOTAL NUMBER OF INDIVIDUALS COUNSELED
- 28 a. NUMBER OF INDIVIDUALS
 COUNSELED WITHIN 30 DAYS
- 27 b. NUMBER OF INDIVIDUALS
 COUNSELED WITHIN 90 DAYS
- 38 c. NUMBER OF INDIVIDUALS
 COUNSELED BEYOND 90 DAYS
- 0 d. NUMBER OF INDIVIDUALS COUNSELED
 BECAUSE OF REMAND

3. SETTLEMENTS WITH BENEFITS

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

- 1 4. SETTLEMENTS WITH NO BENEFITS

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL
NUMBER

- | | | |
|-----|----|--|
| 127 | 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). |
| 47 | 2. | COMPLAINTS FILED |
| 2 | 3. | REMANDS |
| 67 | 4. | COMPLAINTS CLOSED |
| 109 | 5. | COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD. |
| 43 | 6. | INDIVIDUALS FILING COMPLAINTS |

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)

	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	3867	
a. CAREER EMPLOYEES	3867	100.00
2. COUNSELORS	2	
a. FULL-TIME	0	0.00
b. PART-TIME	2	100.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	2	100.00
3. INVESTIGATORS	3	
a. FULL-TIME	1	33.33
b. PART-TIME	2	66.67
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	3	100.00
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: LOUIE MCKINNEY		
TITLE: ACTING DEPUTY DIRECTOR		

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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	0	0	0	0	0
ASSIGNMENT OF DUTIES	0	0	2	1	0	0	4
AWARDS	0	0	0	0	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	0	0	1	0	0	1
b. REPRIMAND	0	0	0	0	0	0	0
c. SUSPENSION	0	0	0	0	0	0	0
d. REMOVAL	0	0	2	1	0	0	0
e. OTHER	0	0	0	1	0	0	2
DUTY HOURS	0	0	1	1	0	0	2
EVALUATION/APPRaisal	0	0	2	0	0	0	2
EXAMINATION/TEST	0	0	0	0	0	0	0
HARRASSMENT							
a. NON-SEXUAL	0	0	2	2	0	0	3
b. SEXUAL							1
MEDICAL EXAMINATION	0	0	0	0	0	0	1
PAY INCLUDING OVERTIME	0	0	0	0	0	0	0
PROMOTION/NON-SELECTION	0	0	6	4	0	0	3
REASSIGNMENT							
a. DENIED	0	0	0	1	0	0	0
b. DIRECTED	0	0	2	1	0	0	2
REASONABLE ACCOMODATION							0
REINSTATEMENT	0	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	0	0	1	2	0	0	4
TIME AND ATTENDANCE	0	0	2	0	0	0	2
TRAINING	0	0	1	0	0	0	0
OTHER (Please specify below)							
a. DISABILITY PLAQUE DENY	0	0	0	1	0	0	1
b. IA INVESTIGATION DELAY	0	0	0	0	0	0	0
c.	0	0	0	0	0	0	0
d.	0	0	0	0	0	0	0
TOTAL ISSUES BY BASES	0	0	21	16	0	0	28
TOTAL COMPLAINTS FILED BY BASES	0	0	16	11	0	0	18
TOTAL COMPLAINANTS BY BASES	0	0	14	11	0	0	17

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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	0	0	0	0		
ASSIGNMENT OF DUTIES	1	1	0	0		
AWARDS	0	0	0	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	1	0	0	0		
b. REPRIMAND	0	0	0	0		
c. SUSPENSION	0	0	1	0		
d. REMOVAL	0	0	0	0		
e. OTHER	0	0	0	0		
DUTY HOURS	0	1	0	0		
EVALUATION/APPRaisal	0	0	1	1		
EXAMINATION/TEST	0	0	0	0		
HARRASSMENT						
a. NON-SEXUAL	1	3	0	1		
b. SEXUAL	2	4				
MEDICAL EXAMINATION	0	0	0	0		
PAY INCLUDING OVERTIME	1	0	1	0	1	0
PROMOTION/NON-SELECTION	1	2	2	1		
REASSIGNMENT						
a. DENIED	0	0	0	0		
b. DIRECTED	1	1	0	0		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	0	0	0		
RETIREMENT	0	0	0	0		
TERMINATION	0	0	0	0		
TERMS/CONDITIONS OF EMPLOYMENT	1	1	1	0		
TIME AND ATTENDANCE	0	0	0	0		
TRAINING	0	0	0	1		
OTHER (Please specify below)						
a. DISABILITY PLAQUE DENY	0	0	0	0		
b. IA INVESTIGATION DELAY	0	1	0	0		
c.	0	0	0	0		
d.	0	0	0	0		
TOTAL ISSUES BY BASES	9	14	6	4	1	0
TOTAL COMPLAINTS FILED BY BASES	7	11	4	3	1	0
TOTAL COMPLAINANTS BY BASES	7	11	4	3	1	0

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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	1	0	0	1	1	1
ASSIGNMENT OF DUTIES	1	0	0	10	5	5
AWARDS	0	0	0	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	3	1	1
b. REPRIMAND	0	0	0	0	0	0
c. SUSPENSION	0	0	0	1	1	1
d. REMOVAL	0	0	0	3	3	3
e. OTHER	0	0	0	3	2	2
DUTY HOURS	1	0	0	6	3	3
EVALUATION/APPRaisal	1	0	0	7	3	3
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	4	0	0	16	8	8
b. SEXUAL				7	6	6
MEDICAL EXAMINATION	0	0	0	1	1	1
PAY INCLUDING OVERTIME	0	0	0	3	2	2
PROMOTION/NON-SELECTION	3	0	1	23	13	13
REASSIGNMENT						
a. DENIED	1	0	0	2	1	1
b. DIRECTED	3	0	0	10	4	4
REASONABLE ACCOMODATION		0	1	1	1	1
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	1	0	0	11	5	5
TIME AND ATTENDANCE	2	0	0	6	2	1
TRAINING	0	0	0	2	1	1
OTHER (Please specify below)						
a. DISABILITY PLAQUE DENY	0	0	0	2	1	1
b. IA INVESTIGATION DELAY	0	0	0	1	1	1
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	18	1	2			
TOTAL COMPLAINTS FILED BY BASES	13	0	2			
TOTAL COMPLAINANTS BY BASES	13	0	2			

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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.)

61 1. TITLE VII

14 2. AGE DISCRIMINATION IN EMPLOYMENT
ACT (ADEA)

7 3. REHABILITATION ACT

0 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

82 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	5	3637	727.40
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	1	316	316.00
2. WITHDRAWALS	1	534	534.00
3. SETTLEMENTS	0	0	0.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	3	2787	929.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	3	2787	929.00
C. TYPES OF FINAL AGENCY DECISIONS	3	2787	929.00
1. FINAL AGENCY DECISION WITHOUT HEARING	3	2787	929.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	3	2787	929.00
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	0	0	0.00
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	0	0	0.00
1. ACCEPTED BY AGENCY DECISION	0	0	0.00
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	62	49454	797.65
1. WITHDRAWALS	2	2116	1058.00
2. SETTLEMENTS	8	5275	659.38
3. FINAL AGENCY DECISIONS	52	42063	808.90
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	38	38207	1005.45
1. FINDING DISCRIMINATION	2	1617	808.50
2. FINDING NO DISCRIMINATION	14	15355	1096.79
3. DISMISSAL OF COMPLAINTS	22	21235	965.23
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	14	3856	275.43
1. AJ DECISION FULLY IMPLEMENTED	13	3300	253.85
(A) FINDING DISCRIMINATION	0	0	0.00
(B) FINDING NO DISCRIMINATION	13	3300	253.85
2. AJ DECISION NOT FULLY IMPLEMENTED	1	556	556.00
(A) FINDING DISCRIMINATION	1	556	556.00
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	1	556	556.00
(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 810

B. AMOUNT OF MONETARY BENEFITS AWARDED 13734.00
 1. BACK PAY/FRONT PAY 1234.00
 2. LUMP SUM PAYMENT 12500.00

C. COMPENSATORY DAMAGES 9500.00

D. ATTORNEY'S FEES AND COSTS AWARDED 3750.00

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	1	1
a. RETROACTIVE	1	0
b. NON-RETROACTIVE	0	1
3. DISCIPLINARY ACTION	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	0	1
6. PERFORMANCE EVALUATION MODIFIED	0	1
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	1
8. OTHER (SPECIFY BELOW)	0	6
RESTORE 240 HOURS SICK LEAVE		

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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	109	61128	560.8	26	3	80
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	10	518	51.8	7	0	3
b. INVESTIGATION	38	15344	403.8	19	3	16
c. HEARINGS	25	15775	631.0	0	0	25
d. FINAL DECISION BY THE AGENCY	36	29491	819.2	0	0	36

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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	127
2. Complaints filed in FY 2000	49
3. Add line 1 and line 2	176
4. Total complaints in line 3 that were NOT consolidated	122
5. Total complaints from line 4 that were closed this reporting period	41
6. Total complaints in line 3 that WERE consolidated	54
7. Total complaints from line 6 that were closed this reporting period	26
8. Number of joint processing units* from consolidation of complaints	6
9. Pending inventory as of September 30, 2000	109

*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	53	29129	549.6
a. NUMBER COMPLETED BY AGENCY PERSONNEL	21	10339	492.3
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	32	18790	587.2
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	2	359	179.5
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	9	2038	226.4
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	42	26732	636.5
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			125049.40
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			69976.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			55073.40

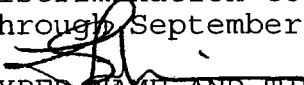
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COMMENTS

VII.E.8. 40 HOURS ADMIN. LEAVE; REASSIGN TO DIFF. DUTY STATION; AGENCY WON'T
OPPOSE DISABILITY RETIREMENT; MEET W/EEO OFFICER TO DISCUSS AEP
VIII.SUPP. LINE 2 - INCLUDES 2 REMANDS
IV.LINE 14 - WON'T ALLOW SEX (FEMALE) AS BASIS FOR FAILURE TO ACCOMMODATE
HIGH RISK PREGNANCY

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
LISA M. DICKINSON, EEO OFFICER, USMS

TYPED NAME AND TITLE OF PREPARER
JOANN W. GRADY, CHIEF, COMPLAINTS PROCESSING

DATE 15 NOV 2000 TELEPHONE NUMBER 202-307-9040

EMAIL ADDRESS

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	8	8		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
TOTAL	8	8		
TYPES OF ADR TECHNIQUES				
1. MEDIATION	8	8	829	103.62
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	8	8	829	103.62

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

TYPE OF CLOSURES	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS	1	1	85	85.00
2. SETTLEMENTS WITH NO BENEFITS	3	3	308	102.67
3. NOT RESOLVED	4	4	436	109.00
4. OTHER (Please specify below)	0	0	0	0.00
TOTAL	8	8	829	103.62
BENEFITS				
1. MONETARY RELIEF	0.00	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		4	4	0 0.00
A. NEW HIRES		0	0	
B. PROMOTIONS		0	0	
C. REINSTATEMENTS		0	0	
D. EXPUNGEMENTS		1	1	
E. TRANSFERS		0	0	
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0	
G. REASONABLE ACCOMODATION		0	0	
H. OTHER (Please specify below)		3	3	
(2) TRAINING; DRESS CODE				

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ADR ACTIVITIES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

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	0	0		
4. OTHER (Please Specify below)	0	0		
TOTAL	0	0		
 TYPES OF ADR TECHNIQUES				
1. MEDIATION	0	0	0	0.00
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	0	0	0	0.00

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		0	0	0	0.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		0	0	0	0.00
4. OTHER (Please specify below)		0	0	0	0.00
TOTAL		0	0	0	0.00
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		0	0	0	0.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		0	0		
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)		0	0		

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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	672	672
2. EMPLOYEES	3195	3195

PART VII. WORKFORCE

	TOTAL WORKFORCE	NUMBER THAT CAN PARTICIPATE
1. WORKFORCE THAT CAN PARTICIPATE IN ADR PROGRAM	3867	3867

PART VIII. RESOURCES

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