

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Offices, Boards, and Divisions

REPORTING PERIOD: FY 2003

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COUNSELED	94	94
1. COUNSELED WITHIN 30 DAYS	47	47
2. COUNSELED WITHIN 31 TO 90 DAYS	45	45
3. COUNSELED BEYOND 90 DAYS	2	2
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COUNSELED	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
3. COUNSELED BEYOND 90 DAYS	0	0

COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	94	94
1. COUNSELED WITHIN 30 DAYS	47	47
2. COUNSELED WITHIN 31 TO 90 DAYS	45	45
3. COUNSELED BEYOND 90 DAYS	2	2
4. COUNSELED DUE TO REMANDS	0	0

D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT		
	COUNSELINGS	INDIVIDUALS
TOTAL	58	58
1. EEO COUNSELOR	58	58
2. ADR INTAKE OFFICER	0	0

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	27	27
1. NEW HIRES	0	0
2. PROMOTIONS	3	3
3. REINSTATEMENTS	0	0
4. EXPUNGEMENTS	3	3
5. TRANSFERS	0	0
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	1	1
7. REASONABLE ACCOMMODATIONS	0	0
8. TRAINING	6	6
9. APOLOGY	0	0
10. Resignation Date Change	0	0
11. Counseled Manager	14	14
12.		

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	0	0
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 REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0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. APOLOGY	0	0
10. Leave Restored	0	0
11. Re-do Evaluation	0	0
12. ALL OTHER (See comments)	0	0

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PART II FORMAL COMPLAINT ACTIVITIES	
57	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
36	B. COMPLAINTS FILED
2	C. REMANDS
95	D. TOTAL COMPLAINTS (sum of lines A+B+C)
93	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
39	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
2	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
56	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
35	J. INDIVIDUALS FILING COMPLAINTS
1	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		9601	100.00
b. PERMANENT EMPLOYEES		7669	79.88
2. COUNSELOR			
a. FULL-TIME		3	30.00
b. PART-TIME		0	0.00
c. COLLATERAL DUTY		7	70.00
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	4	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	4	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	6	0	0	10	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	6	0	0	10	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	0	0	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:		
TITLE:		

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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	TOTAL COMPLAINANTS BY ISSUE
	RACE				COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY				
	AMER. INDIAN/ ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL			
A. APPOINTMENT/HIRE	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	1	5	3	3
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	3	2	2
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	3	2	2
5. Letter of Instruction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Polygraph	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Search and Seizure	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. SEXUAL							0	0	0								0	0	0
J. MEDICAL EXAMINATION	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	9	0	0	0	5	3	2	0	0	0	0	4	0	2	25	10	10
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION							0	0							1	0	1	1	1
O. REINSTATEMENT	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	2	2
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	5	1	0	1	11	1	2	2	0	0	0	7	1	5	36	20	19
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. OTHER (Please specify below)																			
1. IA/OIG Investigation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Disparate Treatment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. EAP Referral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.																			
5.																			
TOTAL ISSUES BY BASES	0	0	17	3	0	1	20	4	4	2	0	0	0	13	2	9			
TOTAL COMPLAINTS FILED BY BASES	0	0	17	3	0	1	20	4	4	2	0	0	0	13	2	9			
TOTAL COMPLAINANTS BY BASES	0	0	17	2	0	1	19	4	4	2	0	0	0	13	2	9			

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PART V - SUMMARY OF CLOSURES BY STATUTE

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

37	1. TITLE VII
13	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
10	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

60 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)	39	16357	419.41
1. WITHDRAWALS	4	1356	339.00
2. SETTLEMENTS	5	2603	520.60
3. FINAL AGENCY DECISIONS (B+C)	30	12398	413.27
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	19	1658	
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	2	779	389.50
3. DISMISSAL OF COMPLAINTS	17	879	51.71
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	11	10740	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	11	10740	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	11	10740	976.36
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b)	0	0	
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
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	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**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	5	
B. CLOSURES WITH MONETARY BENEFITS	1	\$ 10500.00
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	1	\$ 10500.00
C. CLOSURES WITH NON-MONETARY BENEFITS	4	
D. CLOSURES WITH COMPENSATORY DAMAGES	0	\$ 0.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	1	\$ 4500.00
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	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	0	1
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	2
8. ACCOMMODATION	1	0
9. TRAINING/TUITION/ETC.	0	0
10. LEAVE RESTORED	0	0
11. Pay Rate Change	0	0
12. Support Office Mgmt.	0	0
13. ALL OTHER (See Comments)	0	1

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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)	56	14846		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	17	1770	104.12	310
3. COMPLAINTS PENDING IN HEARINGS	21	8820	420.00	1105
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	18	4256	236.44	355

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)	24	6349	
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)	24	6349	264.54
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		21	5145	245.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		3	1204	401.33
4. COST OF CONTRACTOR INVESTIGATIONS		\$ 98016.00		

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PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0	0	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	95	95		
2. REJECTED BY INDIVIDUAL	91	91		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	4	4		
C. RESOURCES USED (1+2+3+4+5+6+7)	4	4		
1. INHOUSE	4	4		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., 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)	4	4	277	69.25
1. MEDIATION	4	4	277	69.25
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. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9.				
10.				
11.				
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	1	1	99	99.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. NO RESOLUTION	1	1	99	99.00
d. NO ADR ATTEMPT	0	0	0	0.00
e. Withdrawal	0	0	0	0.00
f.				
2. OPEN INVENTORY - ADR PENDING	3	3	178	59.33

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	0	0		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	0	0		
C. RESOURCES USED (1+2+3+4+5+6+7)	0	0		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., 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)	0	0	0	0.00
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. 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)	0	0	0	0.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	0	0	0	0.00
d.				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	0	0	\$ 0.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	0	0	\$ 0.00	
d. ATTORNEY'S FEES AND COSTS	0	0	\$ 0.00	
e.			\$	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	0	0		
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 VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	0	0		
i. APOLOGY	0	0		
j. Dress Code	0	0		
k.				
l.				

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PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	1538	30
2.	EMPLOYEES	8063	170
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		9601	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		10	
1.	FULL TIME	4	
2.	PART TIME	0	
3.	COLLATERAL DUTY	6	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 500.00	

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, 2002 through September 30, 2003 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL:

TYPED NAME AND TITLE OF PREPARER: Sylvia Price, EEO Specialist

SIGNATURE OF PREPARER:

DATE: 11/13/2003 TELEPHONE NUMBER: 202-616-4808 E-MAIL: Sylvia.Price@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 6

Records indicate that more complainants requested hearings with an EEOC administrative judge in recent fiscal years than in past fiscal years. This may be the result of agency training regarding the EEO complaint process or other factors outside of agency.

Part 7

All Other: Priority Consideration for Advertised Positions

Part 8

More persons opted for a final agency decision than an EEOC hearing.

The agency implemented procedures which targeted appropriate complaints for expedited investigation. Also, several complicated and lengthy investigations were closed.

It appears the change is the result of increased workflow (see explanation for Line A4).

Part 9

There is not a 30% difference between The FY 2002 entry (\$102,100) and the current entry of \$98, 016.

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