

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 2002

PART I PRE-COMPLAINT COUNSELING		
COUNSELING		
101	A. TOTAL NUMBER OF INDIVIDUALS COUNSELED	
55	1. NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS	
38	2. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90 DAYS	
6	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
25	C. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	

PART II FORMAL COMPLAINT ACTIVITIES	
54	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
35	B. COMPLAINTS FILED
2	C. REMANDS
91	D. TOTAL COMPLAINTS (sum of lines A+B+C)
91	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
34	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
57	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
35	J. INDIVIDUALS FILING COMPLAINTS
0	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	9621	
b.	PERMANENT EMPLOYEES	7773	
2. COUNSELOR			
a.	FULL-TIME	3	37.50
b.	PART-TIME	0	0.00
c.	COLLATERAL DUTY	5	62.50
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						
1	0	0	10	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
1	0	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
0	0	0	10	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL						
0	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
7	0	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
7	0	0	0	0	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
0	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL						
0	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: Joanne Simms			
TITLE: Deputy Assistant Attorney General/ Human Resources Administration			

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	2	0	1	0			1	0	0	5	4	4
B. ASSIGNMENT OF DUTIES	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	0	0	0	0	0			0	0	0	0	0	0
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	0	0	0	0	0	1	0	1	0			0	0	0	2	2	2
1. DEMOTION	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	1	0	1	0			0	0	0	2	2	2
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
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	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	0	2	1	0	0			1	0	0	5	2	2
H. EXAMINATION/TEST	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
1. NON-SEXUAL	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
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	0	0	0	0	0	3	0	3	2			4	0	0	12	8	8
M. REASSIGNMENT	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
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
N. REASONABLE ACCOMMODATION						0	0								1	3	4	3	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	0	0	0	0			0	0	0	0	0	0
Q. TERMINATION	0	0	1	0	0	0	0	0	2	0	0			0	1	0	4	3	3
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	1	4	0	0	8	0	5	1	0			0	0	2	21	12	12
S. TIME AND ATTENDANCE	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
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	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
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	0	0	4	4	0	0	14	3	11	4	0	0	0	6	2	5			
TOTAL COMPLAINTS FILED BY BASES	0	0	4	4	0	0	14	3	11	4	0	0	0	6	2	5			
TOTAL COMPLAINANTS BY BASES	0	0	4	4	0	0	14	3	11	4	0	0	0	6	2	5			

PART V - SUMMARY OF CLOSURES BY STATUTE

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

<u>29</u>	1. TITLE VII
<u>8</u>	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
<u>5</u>	3. REHABILITATION ACT
<u>0</u>	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

42 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)	34	13079	384.68
1. WITHDRAWALS	4	1551	387.75
2. SETTLEMENTS	5	764	152.80
3. FINAL AGENCY DECISIONS (B+C)	25	10764	430.56
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	21	6741	
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	17	6485	381.47
3. DISMISSAL OF COMPLAINTS	4	256	64.00
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	4	3723	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	4	3723	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	4	3723	930.75
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

**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	0	\$ 0.00
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	0	\$ 0.00
C. CLOSURES WITH NON-MONETARY BENEFITS	5	
D. CLOSURES WITH COMPENSATORY DAMAGES	0	\$ 0.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	1	\$ 7500.00
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	1
a. RETROACTIVE	0	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	2
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	1
8. ACCOMMODATION	0	0
9. TRAINING/TUITION/ETC.	0	0
10. LEAVE RESTORED	0	0
11. Inspection Report Not Used	0	0
12. Post a Notice	0	0
13. Performance Award	0	1

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)	57	15724		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	23	4320	187.83	370
3. COMPLAINTS PENDING IN HEARINGS	24	9892	412.17	1090
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	10	1512	151.20	300

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	25	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)	25	6349	253.96
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	24	5952	248.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	397	397.00
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 102100.00		

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. INDIVIDUALS COUNSELED THROUGH ADR	0	0		
C. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	3	3		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	2	2		
4. TOTAL ACCEPTED INTO ADR	1	1		
D. RESOURCES USED (1+2+3+4+5+6+7)	1	1		
1. INHOUSE	1	1		
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.				
E. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	1	1	65	65.00
1. MEDIATION	1	1	65	65.00
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.				
F. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	1	1	65	65.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	65	65.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. NO RESOLUTION	0	0	0	0.00
d. Withdrawal	0	0	0	0.00
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
G. 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. Special Act Award	0	0	\$ 0.00	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	1	1		
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. Leave	0	0		
k. Better Communication Methods	0	0		
l. Rating/Disciplinary Action Change	1	1		

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	1	1		
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)	1	1		
1. INHOUSE	1	1		
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)	1	1	70	70.00
1. MEDIATION	1	1	70	70.00
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)	1	1	70	70.00
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	1	1	70	70.00
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. QSI	0	0	\$ 0.00	
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. Reassignment	0	0		
k. Performance Rating	0	0		
l.				

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	1562	50
2.	EMPLOYEES	8059	200
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		9621	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		5	
1.	FULL TIME	5	
2.	PART TIME	0	
3.	COLLATERAL DUTY	0	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 0.00	

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: Sylvia Price, Ms.

SIGNATURE OF PREPARER:

DATE: 11/15/2002 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 3

The number of collateral duty counselors was reduced during the fiscal year.

Part 6

Fewer complaints filed during fiscal year.
Fewer Complainants requested hearings.

Part 7

Fewer settlements were entered into during the fiscal year.

Part 9

No agency personnel were used to conduct investigations during the fiscal year.
Same as A1.

Part 10

Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.
Data is correct.

Part 11

Data is correct.
See above.
See above.
See above.
See above.
See above.
See above.
Data is correct. Only 1 complainant went through mediation.
See above.
See above.