

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

RCS NUMBER 0288-EEO-AN
REPORTING PERIOD: FY 1999

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PART I. SUMMARY OF PRE-COMPLAINT
COUNSELING ACTIVITIES

TOTAL
NUMBER

- 377 1. TOTAL NUMBER OF INDIVIDUALS
COUNSELED THIS REPORTING PERIOD
- 332 a. NUMBER COUNSELED WITHIN 30
DAYS
- 39 b. NUMBER COUNSELED WITHIN 60
DAYS EXTENSION
- 6 c. NUMBER COUNSELED THROUGH
AGENCY DISPUTE RESOLUTION
PROCEDURE (DRP)
- 0 d. NUMBER COUNSELED ON REMAND
(LIKE AND RELATED ISSUES OR
OTHER REASONS)

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PART II. SUMMARY OF FORMAL
COMPLAINT ACTIVITIES

TOTAL
NUMBER

- 55 1. COMPLAINTS ON HAND AT THE END OF
PRIOR REPORTING PERIOD.
- 61 2. COMPLAINTS ON HAND AT THE BEGINNING
OF REPORTING PERIOD (ITEMS 1 AND 2
SHOULD BE THE SAME. IF NOT, PLEASE
EXPLAIN IN COMMENTS).
- 29 3. COMPLAINTS FILED THIS REPORTING PERIOD.
- 2 4. REMANDS
(COUNSELING, LIKE AND RELATED ISSUES;
FROM APPEALS; AND OTHER(S))
- 36 5. FORMAL COMPLAINTS CLOSED THIS
REPORTING PERIOD.
- 56 6. FORMAL COMPLAINTS OPEN AT THE END OF
THIS REPORTING PERIOD.
- 29 7. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE AND EEO PROGRAM)

	NUMBER	PERCENT (%)
1. AGENCY WORKFORCE	10303	
a. NUMBER OF CAREER EMPLOYEES	7845	76.14
2. NUMBER OF EEO COUNSELORS	4	
a. FULL-TIME	4	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
3. NUMBER OF INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
4. NUMBER OF COUNSELORS/ INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00

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PART IV. (A) SUMMARY OF BASES AND ISSUES IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

ISSUE(S) OF ALLEGED DISCRIMINATION	RACE AND COLOR				RELIGION	SEX	
	BLACK	WHITE	NATIVE	ASIAN		MALE	FEMALE
APPOINTMENT/HIRE	0	0	0	0	0	0	0
ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0
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	0	0	0	0
b. REPRIMAND	0	0	0	0	0	0	0
c. SUSPENSION	1	0	0	0	0	0	0
d. TERMINATION	0	1	0	0	0	0	1
e. OTHER	0	0	0	0	0	0	0
DUTY HOURS	0	0	0	0	0	0	0
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	0	0	0	0
EVALUATION/APPRaisal	1	0	0	0	0	0	0
HARRASSMENT							
a. NON-SEXUAL	0	1	0	0	0	0	1
b. SEXUAL						0	1
PAY INCLUDING OVERTIME	0	0	0	0	0	0	0
PROMOTION/NON-SELECTION	7	3	0	0	0	1	4
REASSIGNMENT							
a. REQUEST DENIED	0	0	0	0	0	0	0
b. DIRECTED	0	0	0	0	0	0	0
REINSTATEMENT	0	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0	0
TIME AND ATTENDANCE	0	1	0	0	0	0	0
TRAINING	0	0	0	0	0	0	0
TERMS OF EMPLOYMENT	1	0	0	0	0	0	0
REASONABLE ACCOMODATION					0		
OTHER	2	1	0	0	0	1	0
TOTAL	12	7	0	0	0	2	7

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PART IV. (B) SUMMARY OF BASES AND ISSUES IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

ISSUE(S) OF ALLEGED DISCRIMINATION	NATIONAL HISPANIC	ORIGIN OTHER	AGE	HANDICAP		REPRISAL	TOTAL
				PHYSICAL	MENTAL		
APPOINTMENT/HIRE	0	0	0	0	0	0	0
ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0
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	0	0	0	0
b. REPRIMAND	0	0	0	0	0	0	0
c. SUSPENSION	0	0	0	0	0	0	1
d. TERMINATION	0	1	1	0	0	1	5
e. OTHER	0	0	0	0	0	0	0
DUTY HOURS	0	0	0	0	0	0	0
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	0	0	0	0
EVALUATION/APPRaisal	0	0	0	0	0	1	2
HARRASSMENT							
a. NON-SEXUAL	0	1	1	0	0	1	5
b. SEXUAL						1	2
PAY INCLUDING OVERTIME	0	0	0	0	0	0	0
PROMOTION/NON-SELECTION	1	1	6	4	0	5	32
REASSIGNMENT							
a. REQUEST DENIED	0	0	0	0	0	0	0
b. DIRECTED	0	0	0	0	0	0	0
REINSTATEMENT	0	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0	0
TIME AND ATTENDANCE	0	0	0	0	0	0	1
TRAINING	0	0	0	0	0	0	0
TERMS OF EMPLOYMENT	0	0	0	0	0	0	1
REASONABLE ACCOMODATION				0	0	0	0
OTHER	0	0	3	2	0	4	13
TOTAL	1	3	11	6	0	13	62

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

TOTAL BY STATUTES	36
1. TITLE VII	35
2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)	1
3. REHABILITATION ACT	0
4. EQUAL PAY ACT (EPA)	0

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PART VI. SUMMARY OF CLOSURES BY AGENCY

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	36	21382	593.94
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	7	2166	309.43
2. WITHDRAWALS	5	1374	274.80
3. SETTLEMENTS	12	4644	387.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	12	13198	1099.83
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	12	13198	1099.83
C. TYPES OF FINAL AGENCY DECISIONS	12	13198	1099.83
1. FINAL AGENCY DECISION WITHOUT HEARING	7	7975	1139.29
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	7	7975	1139.29
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	5	5223	1044.60
(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	5	5223	1044.60
1. ACCEPTED AS AGENCY DECISION	5	5223	1044.60
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00

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PART VII. SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION UP TO
 AND INCLUDING FINAL DECISION BY THE AGENCY

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION THIS REPORTING PERIOD 0

B. AMOUNT OF BACKPAY AWARDED THIS REPORTING PERIOD 0.00

C. ATTORNEY'S FEES AND COSTS AWARDED 1700.00

	TOTAL NUMBER WITH BACKPAY	TOTAL NUMBER WITHOUT BACKPAY
D. TYPES OF CORRECTIVE ACTIONS	0	0
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	0
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	0
8. OTHER	0	0
E. COMPENSATORY DAMAGES		0.00

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PART VIII. SUMMARY OF OPEN EEO COMPLAINTS INVENTORY PENDING
 AT THE END OF THE FISCAL YEAR

	TOTAL NUMBER OF OPEN COM- PLAINTS PENDING	TOTAL NUMBER OF DAYS	AVERAGE NUMBER OF DAYS PENDING FROM FILING TO END OF FISCAL YEAR	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY, END OF REPORTING PERIOD	56	32171	574.5	11	4	41
2. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE FOR PROCESSING OR DISMISSAL)	1	113	113.0	1	0	0
b. INVESTIGATION	22	7965	362.0	10	3	9
c. HEARINGS	22	15706	713.9	0	1	21
d. FINAL DECISION BY THE AGENCY	11	8387	762.5	0	0	11

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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	24	10898	454.1
a. NUMBER COMPLETED BY AGENCY PERSONNEL	0	0	0.0
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	24	10898	454.1
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	1	180	180.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	7	1568	224.0
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	16	9150	571.9
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			130000.00
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			0.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			130000.00

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COMMENTS:

ON PART II, NO. 2 - MISSING 6 CASES FROM BEGINNING OF REPORTING PERIOD.

TYPED NAME AND TITLE OF PREPARER
NORMA WHITE, COMPLAINTS MANAGER

TELEPHONE NUMBER:
202-616-4815

DATE PREPARED: 11/24/99

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