

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

AGENCY OR DEPARTMENT: Offices, Boards, and Divisions

**PART I PRE-COMPLAINT COUNSELING
COUNSELING**

98	I. TOTAL NUMBER OF INDIVIDUALS COUNSELED
52	A. NUMBER OF INDIVIDUAL COUNSELED WITHIN 30 DAYS
27	B. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90
19	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
1	\$1800	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)

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

PART II FORMAL COMPLAINT ACTIVITIES

66	1. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
39	2. COMPLAINTS FILED
0	3. REMANDS
105	4. TOTAL COMPLAINTS (sum of lines 1+2+3)
103	5. COMPLAINTS IN LINE 4 THAT WERE NOT CONSOLIDATED
49	6. COMPLAINTS IN LINE 5 CLOSED DURING REPORT PERIOD
2	7. COMPLAINTS IN LINE 4 THAT WERE CONSOLIDATED
2	8. COMPLAINTS IN LINE 7 CLOSED DURING REPORT PERIOD
54	9. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (line 4 - (sum of lines 6+8))
38	10. INDIVIDUALS FILING COMPLAINTS
1	11. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III

A. AGENCY RESOURCES	NUMBER	PERCENT
1. WORK FORCE		
A. TOTAL WORK FORCE	9485	
B. PERMANENT	7590	
2. COUNSELOR	17	
A. FULL-TIME	3	17.65
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	14	82.35
3. INVESTIGATOR	0	
A. FULL-TIME	0	0.00
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	0	0.00
4. COUNSELOR/INVESTIGATOR	0	
A. FULL-TIME	0	0.00
B. PART-TIME	0	0.00
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	17	0	0
A. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	11	0	0
B. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	6	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 X	NO
2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON: _____		
TITLE: _____		

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

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

PART V SUMMARY OF CLOSURES BY STATUTE

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

- 39 A. TITLE VII
- 15 B. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
- 14 C. REHABILITATION ACT
- 1 D. EOUAL PAY ACT (EPA)

2. TOTAL BY STATUTES

69 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)	51	25013	
	A. WITHDRAWALS	2	749	
	B. SETTLEMENTS	9	1613	
	C. FINAL AGENCY DECISIONS (2+3)	40	22651	
2.	FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (A+B+C)	30	12651	
	A. FINDING DISCRIMINATION	0	0	
	B. FINDING NO DISCRIMINATION	20	11541	
	C. DISMISSAL OF COMPLAINTS	10	1110	
3.	FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (A+B+C)	10	10000	
	A. AJ DECISION FULLY IMPLEMENTED (1+2)	6	5575	
	(1) FINDING DISCRIMINATION	0	0	
	(2) FINDING NO DISCRIMINATION	6	5575	
	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	4	4425	

**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	\$25150
A. BACK PAY/FRONT PAY	0	\$0
B. LUMP SUM PAYMENT	3	\$25150
3. CLOSURES WITH NON-MONETARY BENEFITS	6	
4. CLOSURES WITH COMPENSATORY DAMAGES	0	\$0
5. CLOSURES WITH ATTORNEY'S FEES AND COSTS	1	\$2000
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	1	0
1. RETROACTIVE	0	0
2. NON-RETROACTIVE	1	0
C. DISCIPLINARY ACTION	0	0
1. RESCINDED	0	0
2. MODIFIED	0	0
D. REINSTATEMENT	1	0
E. REASSIGNMENT	0	1
F. PERFORMANCE EVALUATION MODIFIED	0	3
G. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	2
H. ACCOMODATION	1	0
I. TRAINING/TUITION/ETC.	0	0
J. LEAVE RESTORED	0	0
K. Award (PLEASE SPECIFY ON COMMENTS PAGE)	0	0
L. Other 1 (PLEASE SPECIFY ON COMMENTS PAGE)	0	0
M. Other 2 (PLEASE SPECIFY ON COMMENTS PAGE)	0	0

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. TOTAL COMPLAINTS PENDING (SAME AS PART II LINE 9) (A+B+C+D)	54	14934		
A. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0		0
B. COMPLAINTS PENDING IN INVESTIGATION	25	4506		520
C. COMPLAINTS PENDING IN HEARING	21	9101		1195
D. COMPLAINTS PENDING A FINAL AGENCY DECISION	8	1327		310

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS
1. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (A+C)	37	11557
A. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	8	2810
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	5	1677
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1133
B. COST OF AGENCY INVESTIGATIONS	0	
C. INVESTIGATIONS COMPLETED BY CONTRACTORS	29	8747
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	23	5291
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	6	3456
D. COST OF CONTRACTOR INVESTIGATIONS	114856	

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS (a+b)	2	2	
a. Directly	0	0	
b. Through counseling	2	2	
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	136
a. MEDIATION	2	2	136
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)	2	2	136
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-Monetary)	0	0	0
b. WITHDRAWALS	0	0	0
c. ADR FAILED	2	2	136
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	0	0	0
	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	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. Perf Eval Changed (Please specify on comments page)	0	0	
10. Administrative Leave (Please specify on comments page)			
11. OTHER (Please specify on comments page)			

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE			
	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS	8	8	
2. RESOURCES USED (a+b+c+d+e+f+g)	7	7	
a. INHOUSE	7	7	
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 1 (Please specify on comments page)	0	0	
f. OTHER (Please specify on comments page)			
g. OTHER (Please specify on comments page)			
3. TECHNIQUES USED (a+b+c+d+e+f+g+h+i+j+k+l)	COMPLAINTS	COMPLAINANTS	DAYS
a. MEDIATION	7	7	638
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)			
4. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS
I. TOTAL CLOSED (a+b+c+d+e+f)	7	7	638
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0
b. WITHDRAWALS	0	0	0
c. ADR FAILED	7	7	638
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	12
5. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT
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	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. Reassignment (Please specify on comments page)			
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	1573	50
b. EMPLOYEES	7912	200
2. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER	
	9485	
4. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	NUMBER	
a. FULL TIME	5	
b. PART TIME	0	
c. COLLATERAL DUTY	0	
	5	
4. FUNDING AVAILABLE FOR ADR	AMOUNT	
	\$2000	

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: Marcus Williams, Attornev-Advisor

SIGNATURE OF PREPARER:

DATE: 12/18/2001 TELEPHONE NUMBER: (202) 616-4810 E-MAIL: Marcus.Williams@usdoj.gov

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
2	Thirteen (13) open cases in FY 2000 were not counted do to an administrative error.