

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS 1 October 2000 AND ENDS 30 September 2001)

AGENCY OR DEPARTMENT: Federal Bureau of Investigation

**PART I PRE-COMPLAINT COUNSELING
COUNSELING**

143	1. TOTAL NUMBER OF INDIVIDUALS COUNSELED
128	A. NUMBER OF INDIVIDUAL COUNSELED WITHIN 30 DAYS
7	B. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90
8	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
0	\$0	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)

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

PART II FORMAL COMPLAINT ACTIVITIES

317	1. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
86	2. COMPLAINTS FILED
1	3. REMANDS
404	4. TOTAL COMPLAINTS (sum of lines 1+2+3)
241	5. COMPLAINTS IN LINE 4 THAT WERE NOT CONSOLIDATED
101	6. COMPLAINTS IN LINE 5 CLOSED DURING REPORT PERIOD
163	7. COMPLAINTS IN LINE 4 THAT WERE CONSOLIDATED
36	8. COMPLAINTS IN LINE 7 CLOSED DURING REPORT PERIOD
267	9. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (line 4 - (sum of lines 6+8))
80	10. INDIVIDUALS FILING COMPLAINTS
42	11. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III

A. AGENCY RESOURCES	NUMBER	PERCENT
1. WORK FORCE		
A. TOTAL WORK FORCE	26837	
B. PERMANENT	26837	
2. COUNSELOR	404	
A. FULL-TIME	0	0.00
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	404	100.00
3. INVESTIGATOR	158	
A. FULL-TIME	8	5.06
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	150	94.94
4. COUNSELOR/INVESTIGATOR	13	
A. FULL-TIME	0	0.00
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	13	100.00

B. STAFF TRAINING

	COUNSELOR	INVESTIGATOR	COUNSELOR/ INVESTIGATOR
1. NEW STAFF - TOTAL	65	0	0
A. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	65	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	339	158	13
A. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	98	0	0
B. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0
C. STAFF RECEIVING NO TRAINING AT ALL	241	158	13

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:	Mr. Thomas Pickard	
TITLE:	Deputy Director	

PART V SUMMARY OF CLOSURES BY STATUTE

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

<u>114</u>	A. TITLE VII
<u>23</u>	B. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
<u>26</u>	C. REHABILITATION ACT
<u>1</u>	D. EQUAL PAY ACT (EPA)

2. TOTAL BY STATUTES

164 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)	137	108906	
A. WITHDRAWALS		10	4544	
B. SETTLEMENTS		19	11657	
C. FINAL AGENCY DECISIONS	(2+3)	108	92705	
2. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION	(A+B+C)	89	73251	
A. FINDING DISCRIMINATION		0	0	
B. FINDING NO DISCRIMINATION		57	58574	
C. DISMISSAL OF COMPLAINTS		32	14677	
3. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION	(A+B+C)	19	19454	
A. AJ DECISION FULLY IMPLEMENTED	(1+2)	11	11434	
(1) FINDING DISCRIMINATION		0	0	
(2) FINDING NO DISCRIMINATION		11	11434	
B. AJ DECISION NOT FULLY IMPLEMENTED	(1+2)	1	1524	
(1) FINDING DISCRIMINATION	(a+b+c)	1	1524	
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		1	1524	
(2) FINDING NO DISCRIMINATION		0	0	
C. DISMISSAL OF COMPLAINTS		7	6496	

**PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

	NUMBER	AMOUNT
1. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	19	
2. CLOSURES WITH MONETARY BENEFITS	6	\$265425
A. BACK PAY/FRONT PAY	3	\$44452
B. LUMP SUM PAYMENT	3	\$220974
3. CLOSURES WITH NON-MONETARY BENEFITS	12	
4. CLOSURES WITH COMPENSATORY DAMAGES	2	\$800
5. CLOSURES WITH ATTORNEY'S FEES AND COSTS	3	\$21200
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	3	1
1. RETROACTIVE	3	1
2. NON-RETROACTIVE	0	0
C. DISCIPLINARY ACTION	0	0
1. RESCINDED	0	0
2. MODIFIED	0	0
D. REINSTATEMENT	0	0
E. REASSIGNMENT	0	6
F. PERFORMANCE EVALUATION MODIFIED	0	1
G. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	2
H. ACCOMODATION	0	0
I. TRAINING/TUITION/ETC.	1	1
J. LEAVE RESTORED	2	1
K. Award (PLEASE SPECIFY ON COMMENTS PAGE)	0	1
L. Other 1 (PLEASE SPECIFY ON COMMENTS PAGE)	0	1
M. Other 2 (PLEASE SPECIFY ON COMMENTS PAGE)	0	3

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
I. TOTAL COMPLAINTS PENDING (SAME AS PART II LINE 9) (A+B+C+D)	267	187348		
A. COMPLAINTS PENDING WRITTEN NOTIFICATION	39	8469		1101
B. COMPLAINTS PENDING IN INVESTIGATION	68	25735		1101
C. COMPLAINTS PENDING IN HEARING	106	111197		2343
D. COMPLAINTS PENDING A FINAL AGENCY DECISION	54	41947		1571

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS
I. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (A+C)	127	60639
A. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	127	60639
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	6	698
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	22	5043
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	99	54898
B. COST OF AGENCY INVESTIGATIONS	666662	
C. INVESTIGATIONS COMPLETED BY CONTRACTORS	0	0
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0
D. COST OF CONTRACTOR INVESTIGATIONS	0	

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS (a+b)	8	8	
a. Directly	0	0	
b. Through counseling	8	8	
2. RESOURCES USED (a+b+c+d+e+f+g)	8	8	
a. INHOUSE	1	1	
b. ANOTHER FEDERAL AGENCY	0	0	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	7	7	
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)	8	8	1114
a. MEDIATION	7	7	1099
b. SETTLEMENT CONFERENCES	1	1	15
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)	3	3	309
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-Monetary)	1	1	15
b. WITHDRAWALS	1	1	182
c. ADR FAILED	1	1	112
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	5	5	805
	COMPLAINTS	COMPLAINANTS	AMOUNT
5. BENEFITS RECEIVED			
A. MONETARY	1	1	\$856
1. COMPENSATORY DAMAGES	0	0	\$0
2. BACKPAY/FRONTPAY	1	1	\$857
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	1	1	
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)	1	1	
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	87	77	
2. RESOURCES USED (a+b+c+d+e+f+g)	87	77	
a. INHOUSE	87	77	
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)			
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)	87	77	9897
a. MEDIATION	87	77	9897
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)	46	36	5781
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0
b. WITHDRAWALS	0	0	0
c. ADR FAILED	46	36	5781
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	41	41	8073
	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. 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	8251	536
b. EMPLOYEES	18586	231
2. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER	
	26837	
4. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	NUMBER	
a. FULL TIME	40	
b. PART TIME	0	
c. COLLATERAL DUTY	0	
	40	
4. FUNDING AVAILABLE FOR ADR	AMOUNT	
	\$75000	

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: Barry K. Ward, Equal Employment Specialist

SIGNATURE OF PREPARER:

DATE: 2/6/2002 TELEPHONE NUMBER: (202) 324-2818 E-MAIL:

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
11	Line 4(A) does not include 3 settlements of complaints which were pending in FY 2000 but were settled through ADR in FY 2001
11	Line 4(A) does not include 3 settlements of complaints which were pending in FY 2000 but were settled through ADR in FY 2001
11	Line 4(A)(3) does not include 25 complaints/23 complainants that were pending in FY 2000 but not closed as ADR failed in FY 2001.