

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Bureau of Prisons

REPORTING PERIOD: FY 2003

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COUNSELED	1010	886
1. COUNSELED WITHIN 30 DAYS	842	809
2. COUNSELED WITHIN 31 TO 90 DAYS	159	68
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	9	9

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	1010	886
1. COUNSELED WITHIN 30 DAYS	842	809
2. COUNSELED WITHIN 31 TO 90 DAYS	159	68
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	9	9

D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT		
	COUNSELINGS	INDIVIDUALS
TOTAL	712	588
1. EEO COUNSELOR	712	588
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	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 REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0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. Resignation Date Change	0	0
11. Counseled Manager	0	0
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	8	8
1. NEW HIRES	0	0
2. PROMOTIONS	0	0
3. REINSTATEMENTS	0	0
4. EXPUNGEMENTS	0	0
5. TRANSFERS	1	1
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0
7. REASONABLE ACCOMMODATIONS	1	1
8. TRAINING	1	1
9. APOLOGY	1	1
10. Leave Restored	2	2
11. Re-do Evaluation	1	1
12. ALL OTHER (See comments)	1	1

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PART II FORMAL COMPLAINT ACTIVITIES	
797	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
298	B. COMPLAINTS FILED
4	C. REMANDS
1099	D. TOTAL COMPLAINTS (sum of lines A+B+C)
1056	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
336	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
43	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
43	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
720	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
284	J. INDIVIDUALS FILING COMPLAINTS
17	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	34202	
	b. PERMANENT EMPLOYEES	34076	
2. COUNSELOR			
	a. FULL-TIME	0	0.00
	b. PART-TIME	0	0.00
	c. COLLATERAL DUTY	207	100.00
3. INVESTIGATOR			
	a. FULL-TIME	7	100.00
	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						
	48	0	0	2	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
	48	0	0	2	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						
	159	0	7	71	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
	120	0	0	71	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
	0	0	7	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL						
	39	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: Yvonne Hinkson		
TITLE: Assoc. General Counsel, OGC/DCE		

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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	1	0	0	0	0	0	0	0	0			3	0	0	4	3	3
B. ASSIGNMENT OF DUTIES	0	0	7	2	0	2	15	5	7	3	2			3	0	3	49	30	30
C. AWARDS	0	0	2	1	0	0	4	2	0	3	0			2	1	1	16	7	7
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	9	6	0	1	14	6	11	10	2			7	4	3	73	32	32
1. DEMOTION	0	0	0	0	0	0	3	0	1	1	0			3	3	0	11	3	3
2. REPRIMAND	0	0	1	1	0	0	4	0	2	2	2			1	0	0	13	5	5
3. SUSPENSION	0	0	4	2	0	0	3	3	3	3	0			1	0	0	19	11	11
4. REMOVAL	0	0	4	3	0	1	4	3	5	4	0			2	1	3	30	13	13
5. Letter of Instruction	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
7. Search and Seizure	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
F. DUTY HOURS	0	0	1	1	0	1	8	3	1	2	0			3	0	2	22	9	9
G. EVALUATION/APPRaisal	0	0	17	5	0	4	28	11	10	4	1			10	2	3	95	42	42
H. EXAMINATION/TEST	0	0	0	1	0	1	0	0	0	0	0			0	0	0	2	1	1
I. HARASSMENT	2	0	20	17	0	5	71	18	38	6	7			14	10	14	222	113	112
1. NON-SEXUAL	2	0	20	17	0	5	59	17	23	6	7			14	10	14	194	94	93
2. SEXUAL							12	1	15								28	19	19
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	1	0	0	0	1	0	1	0	0	1	1	2	0	0	7	2	2
L. PROMOTION/NON-SELECTION	0	0	17	19	0	4	23	9	9	3	4			18	0	2	108	61	60
M. REASSIGNMENT	0	0	3	2	0	0	3	1	2	1	1			3	0	0	16	7	7
1. DENIED	0	0	0	1	0	0	1	1	0	0	0			1	0	0	4	1	1
2. DIRECTED	0	0	3	1	0	0	2	0	2	1	1			2	0	0	12	6	6
N. REASONABLE ACCOMMODATION						2	3								3	4	12	8	8
O. REINSTATEMENT	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	2	0	8	0	0	0	15	2	6	1	2			3	1	2	42	18	18
S. TIME AND ATTENDANCE	1	0	4	2	0	2	3	3	1	1	2			3	1	2	25	13	13
T. TRAINING	0	0	5	2	0	1	9	4	2	1	1			3	0	0	28	14	14
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
2. Disparate Treatment	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
4.																			
5.																			
TOTAL ISSUES BY BASES	5	0	95	58	0	23	198	64	88	35	22	1	1	74	22	36			
TOTAL COMPLAINTS FILED BY BASES	5	0	95	58	0	23	198	64	88	35	22	1	1	74	22	36			
TOTAL COMPLAINANTS BY BASES	5	0	93	58	0	23	194	63	87	35	22	1	1	73	22	35			

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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.)

377	1. TITLE VII
55	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
36	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

468 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)	379	297492	784.94
1. WITHDRAWALS	45	20503	455.62
2. SETTLEMENTS	78	55130	706.79
3. FINAL AGENCY DECISIONS (B+C)	256	221859	866.64
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	125	84231	
1. FINDING DISCRIMINATION	3	6519	2173.00
2. FINDING NO DISCRIMINATION	52	53238	1023.81
3. DISMISSAL OF COMPLAINTS	70	24474	349.63
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	131	137628	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	127	123157	
(a) FINDING DISCRIMINATION	1	603	603.00
(b) FINDING NO DISCRIMINATION	126	122554	972.65
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	4	14471	3617.75

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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	82	
B. CLOSURES WITH MONETARY BENEFITS	5	\$ 34215.01
1. BACK PAY/FRONT PAY	5	\$ 34215.01
2. LUMP SUM PAYMENT	0	\$ 0.00
C. CLOSURES WITH NON-MONETARY BENEFITS	48	
D. CLOSURES WITH COMPENSATORY DAMAGES	22	\$ 118000.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	7	\$ 28215.01
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH	NUMBER WITH
	MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRE	1	1
a. RETROACTIVE	1	0
b. NON-RETROACTIVE	0	1
2. PROMOTION	2	2
a. RETROACTIVE	2	1
b. NON-RETROACTIVE	0	1
3. DISCIPLINARY ACTION	0	3
a. RESCINDED	0	2
b. MODIFIED	0	1
4. REINSTATEMENT	0	2
5. REASSIGNMENT	0	3
6. PERFORMANCE EVALUATION MODIFIED	0	3
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	2
8. ACCOMMODATION	0	5
9. TRAINING/TUITION/ETC.	1	5
10. LEAVE RESTORED	0	12
11. Pay Rate Change	0	0
12. Support Office Mgmt.	0	0
13. ALL OTHER (See Comments)	3	57

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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)	720	458641		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	36	1968	54.67	146
2. COMPLAINTS PENDING IN INVESTIGATION	114	30766	269.88	1187
3. COMPLAINTS PENDING IN HEARINGS	367	296870	808.91	1195
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	203	129037	635.65	1274

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)	244	59978	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	68	20770	305.44
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		6	928	154.67
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		54	14718	272.56
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		8	5124	640.50
2. COST OF AGENCY INVESTIGATIONS		\$ 520161.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)	176	39208	222.77
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		93	15408	165.68
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		69	17834	258.46
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		14	5966	426.14
4. COST OF CONTRACTOR INVESTIGATIONS		\$ 627900.00		

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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	1	1	40	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	47	47		
2. REJECTED BY INDIVIDUAL	7	7		
3. REJECTED BY AGENCY	14	14		
4. TOTAL ACCEPTED INTO ADR	26	26		
C. RESOURCES USED (1+2+3+4+5+6+7)	26	26		
1. INHOUSE	5	5		
2. ANOTHER FEDERAL AGENCY	20	20		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	1	1		
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)	26	26	1426	54.85
1. MEDIATION	20	20	1182	59.10
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	6	6	244	40.67
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)	26	26	1426	54.85
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	8	8	391	48.88
b. NO FORMAL COMPLAINT FILED	3	3	123	41.00
c. NO RESOLUTION	15	15	912	60.80
d. NO ADR ATTEMPT	0	0	0	0.00
e. Withdrawal				
f.				
2. OPEN INVENTORY - ADR PENDING	1	1	60	60.00

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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	3	3		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	3	3		
C. RESOURCES USED (1+2+3+4+5+6+7)	3	3		
1. INHOUSE	3	3		
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)	3	3	145	48.33
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	2	2	100	50.00
6. OMBUDSMAN	1	1	45	45.00
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)	3	3	145	48.33
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	100	50.00
b. WITHDRAWAL FROM EEO PROCESS	1	1	45	45.00
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)	2	2	\$ 26800.00	
a. COMPENSATORY DAMAGES	1	1	\$ 23800.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	1	1	\$ 3000.00	
d. ATTORNEY'S FEES AND COSTS	0	0	\$ 0.00	
e.			\$	
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	1	1		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	1	1		
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	1725	150
2.	EMPLOYEES	32477	30
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		34202	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		226	
1.	FULL TIME	19	
2.	PART TIME	0	
3.	COLLATERAL DUTY	207	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 17291.00	

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: Elizabeth K Blackmon, Senior EEO Specialist

SIGNATURE OF PREPARER:

DATE: 11/13/2003 TELEPHONE NUMBER: 202-353-4883 E-MAIL: eblackmon@bop.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 1

Section H. ADR Settlements with Non-Monetary Benefits. Item 12-Other=Re-do evaluation
Please disregard comment 12. Above. It should read Change of Supervisor.

Part 6

Due to an increase in staff and focus on resolution, we had an large increase in settlements in FY03.
The number of complaints processed for hearing had increased.

Part 7

There was an increase in resolution attempts in FY03.
There was an increase in resolution attempts in FY03.
There was an increase in resolution attempts in FY03.
There was an increase in resolution attempts in FY03.

We had several additional types of corrective action that are included in "other" (line 13). They are:
New Supervisor, Training for Supervisor, Training for Other Staff, Desk Audit, Correct Placement on the Seniority Roster, Change status from Termination to Resignation, Award, Overtime, Letter of Apology, Investigation, Step Increase, and Employment Consideration for Future Positions.

Part 8

We have been working on processing the oldest cases and do not anticipate a recurring problem.
We have been working on processing the oldest cases and do not anticipate a recurring problem.
We have been working on processing the oldest cases and do not anticipate a recurring problem.
We have been working on processing the oldest cases and do not anticipate a recurring problem.

Part 9

Due to the increase in resolution and thus the decrease in contracted investigations, the cost of contract investigations has decreased.
In the prior year, we did not calculate total salaries.