

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

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

**AGENCY OR DEPARTMENT:** Office of Justice Programs

**PART I PRE-COMPLAINT COUNSELING**

**COUNSELING**

11 1. TOTAL NUMBER OF INDIVIDUALS COUNSELED

1 A. NUMBER OF INDIVIDUAL COUNSELED WITHIN 30 DAYS

4 B. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90

6 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)

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

**PART II FORMAL COMPLAINT ACTIVITIES**

5 1. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

8 2. COMPLAINTS FILED

0 3. REMANDS

13 4. TOTAL COMPLAINTS (sum of lines 1+2+3)

0 5. COMPLAINTS IN LINE 4 THAT WERE NOT CONSOLIDATED

2 6. COMPLAINTS IN LINE 5 CLOSED DURING REPORT PERIOD

0 7. COMPLAINTS IN LINE 4 THAT WERE CONSOLIDATED

0 8. COMPLAINTS IN LINE 7 CLOSED DURING REPORT PERIOD

11 9. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (line 4 - (sum of lines 6+8))

8 10. INDIVIDUALS FILING COMPLAINTS

0 11. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III**

A. AGENCY RESOURCES	NUMBER	PERCENT
<b>1. WORK FORCE</b>		
A. TOTAL WORK FORCE	843	
B. PERMANENT	805	
<b>2. COUNSELOR</b>		
A. FULL-TIME	1	50.00
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	1	50.00
<b>3. INVESTIGATOR</b>		
A. FULL-TIME	0	0.00
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	0	0.00
<b>4. COUNSELOR/INVESTIGATOR</b>		
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	1	0	0
<b>A. STAFF RECEIVING REQUIRED 32 OR MORE HOURS</b>			
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	1	0	0
<b>2. EXPERIENCED STAFF - TOTAL</b>			
A. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	1	0	0
B. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	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	NO
X	

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?

PERSON: \_\_\_\_\_

TITLE: \_\_\_\_\_

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 AND 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				
1. Appointment/Hire	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
2. Assignment Of Duties	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1	
3. Awards	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
4. Conversion To Full Time	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
5. Disciplinary Action	0	0	0	0	0	3	0	0	0	0			0	0	0	3	3	3	
a. A. Demotion	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
b. B. Reprimand	0	0	0	0	0	2	0	0	0	0			0	0	0	2	2	2	
c. C. Suspension	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	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	
f. Referred to OPR	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
g. Oral Reprimand	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1	
6. Duty Hours	0	0	0	0	0	0	1	0	0	0			0	0	0	1	1	1	
7. Evaluation/Appraisal	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	
9. Harassment	0	0	0	0	0	0	3	1	0	0			3	0	0	7	4	4	
a. A. Non-Sexual	0	0	0	0	0	0	3	0	0	0			3	0	0	6	3	3	
b. B. Sexual						0	0	1								1	1	1	
10. Medical Examination	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	
12. Promotion/Non-Selection	0	0	2	2	0	0	4	1	1	0			5	0	0	15	6	6	
13. Reassignment	0	0	1	0	0	0	0	0	0	0			1	0	0	2	1	0	
a. A. Denied	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
b. B. Directed	0	0	1	0	0	0	0	0	0	0			1	0	0	2	1	0	
14. Reasonable Accommodation					0	0									0	1	1	1	
15. Reinstatement	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	
17. Termination	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
18. Terms/Conditions Of	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
19. Time And Attendance	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
20. Training	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
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	
b. N/A	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	
d. Disparate Treatment	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	
Total Issues By Bases	0	0	3	2	0	4	8	2	1	0	0	0	9	0	1				
Total Complaints Filed by Bases	0	0	2	2	0	4	4	2	1	0	0	0	5	0	1				
Total Complainants by Bases	0	0	2	2	0	4	4	2	1	0	0	0	5	0	1				

**PART V SUMMARY OF CLOSURES BY STATUTE**

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

2      A. TITLE VII

0      B. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

0      C. REHABILITATION ACT

0      D. EQUAL PAY ACT (EPA)

**2. TOTAL BY STATUTES**

2      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)	2	610	
	A. WITHDRAWALS	1	113	
	B. SETTLEMENTS	0	0	
	C. FINAL AGENCY DECISIONS (2+3)	1	497	
2.	FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (A+B+C)	1	497	
	A. FINDING DISCRIMINATION	0	0	
	B. FINDING NO DISCRIMINATION	1	497	
	C. DISMISSAL OF COMPLAINTS	0	0	
3.	FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (A+B+C)	0	0	
	A. AJ DECISION FULLY IMPLEMENTED (1+2)	0	0	
	(1) FINDING DISCRIMINATION	0	0	
	(2) FINDING NO DISCRIMINATION	0	0	
	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	0	0	

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

	NUMBER	AMOUNT
<b>1. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION</b>	0	
<b>2. CLOSURES WITH MONETARY BENEFITS</b>	0	\$0
A. BACK PAY/FRONT PAY	0	\$0
B. LUMP SUM PAYMENT	0	\$0
<b>3. CLOSURES WITH NON-MONETARY BENEFITS</b>	0	
<b>4. CLOSURES WITH COMPENSATORY DAMAGES</b>	0	\$0
<b>5. CLOSURES WITH ATTORNEY'S FEES AND COSTS</b>	0	\$0
<b>6. TYPES OF CORRECTIVE ACTION</b>	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
A. HIRE	0	0
1. RETROACTIVE	0	0
2. NON-RETROACTIVE	0	0
B. PROMOTION	0	0
1. RETROACTIVE	0	0
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	0
F. PERFORMANCE EVALUATION MODIFIED	0	0
G. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	0
H. ACCOMODATION	0	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
<b>I. TOTAL COMPLAINTS PENDING (SAME AS PART II LINE 9) (A+B+C+D)</b>	11	4436		
<b>A. COMPLAINTS PENDING WRITTEN NOTIFICATION</b>	1	841		841
<b>B. COMPLAINTS PENDING IN INVESTIGATION</b>	7	1895		528
<b>C. COMPLAINTS PENDING IN HEARING</b>	3	1700		803
<b>D. COMPLAINTS PENDING A FINAL AGENCY DECISION</b>	0	0		0

**PART IX SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS
<b>I. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (A+C)</b>	2	855
<b>A. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL</b>	1	729
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	1	729
<b>B. COST OF AGENCY INVESTIGATIONS</b>	13543	
<b>C. INVESTIGATIONS COMPLETED BY CONTRACTORS</b>	1	126
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	1	126
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0
<b>D. COST OF CONTRACTOR INVESTIGATIONS</b>	11303	

**PART X SUMMARY OF ADR PROGRAM ACTIVITIES**

**INFORMAL PHASE (PRE-COMPLAINT)**

	COMPLAINTS	COMPLAINANTS	
<b>1. ADR ELECTIONS (a+b)</b>	2	2	
a. Directly	1	1	
b. Through counseling	1	1	
<b>2. RESOURCES USED (a+b+c+d+e+f+g)</b>	2	2	
a. INHOUSE	1	1	
b. ANOTHER FEDERAL AGENCY	0	0	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	1	1	
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)			
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>
<b>3. TECHNIQUES USED (a+b+c+d+e+f+g+h+i+j+k+l)</b>	2	2	180
a. MEDIATION	1	1	136
b. SETTLEMENT CONFERENCES	0	0	0
c. EARLY NEUTRAL EVALUATIONS	0	0	0
d. FACTFINDING	0	0	0
e. FACILITATION	1	1	44
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)			
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>
<b>4. STATUS OF CASES</b>			
<b>I. TOTAL CLOSED (a+b+c+d+e+f)</b>	2	2	180
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-Monetary)	1	1	44
b. WITHDRAWALS	0	0	0
c. ADR FAILED	1	1	136
d. Returned for Counseling (Please specify on comments page)			
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
<b>II. OPEN INVENTORY - ADR PENDING</b>	0	0	0
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>AMOUNT</b>
<b>5. BENEFITS RECEIVED</b>			
<b>A. MONETARY</b>	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>B. NON-MONETARY</b>	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	1	1	
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**

<b>FORMAL PHASE</b>			
	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	
1. ADR ELECTIONS	0	0	
2. RESOURCES USED (a+b+c+d+e+f+g)	0	0	
a. INHOUSE	0	0	
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)	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>
a. MEDIATION	0	0	0
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	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>DAYS</b>
I. TOTAL CLOSED (a+b+c+d+e+f)	0	0	0
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0
b. WITHDRAWALS	0	0	0
c. ADR FAILED	0	0	0
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
5. BENEFITS RECEIVED	<b>COMPLAINTS</b>	<b>COMPLAINANTS</b>	<b>AMOUNT</b>
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**

	NUMBER	TRAINED
1. BASIC ADR ORIENTATION TRAINING		
a. MANAGERS	156	23
b. EMPLOYEES	687	57
2. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER	
	843	
4. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	NUMBER	
a. FULL TIME	3	
b. PART TIME	2	
c. COLLATERAL DUTY	0	
	1	
4. FUNDING AVAILABLE FOR ADR	AMOUNT	
	\$800	

**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:     Robynn Ferguson-Russ, EEO Specialist

SIGNATURE OF PREPARER:

DATE: 11/30/2001     TELEPHONE NUMBER: 514-1938     E-MAIL: russr@ojp.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