

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:
FEDERAL BUREAU OF INVESTIGATION

RCS NUMBER 0288-EEO-AN
REPORTING PERIOD: FY 2000

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PART I. PRE-COMPLAINT ALTERNATIVE DISPUTE
 RESOLUTION (ADR) AND COUNSELING

		ADR	
1	1.	TOTAL NUMBER OF INDIVIDUALS SELECTING ADR	
1	a.	NUMBER OF INDIVIDUALS DIRECTLY SELECTING ADR	
0	b.	NUMBER OF INDIVIDUALS SELECTING ADR DURING COUNSELING	
		COUNSELING	
200	2.	TOTAL NUMBER OF INDIVIDUALS COUNSELED	
112	a.	NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS	
62	b.	NUMBER OF INDIVIDUALS COUNSELED WITHIN 90 DAYS	
26	c.	NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS	
0	d.	NUMBER OF INDIVIDUALS COUNSELED BECAUSE OF REMAND	
		3. SETTLEMENTS WITH BENEFITS	
NUMBER		AMOUNT	
0		0.00	
0		0.00	COMPENSATORY DAMAGES
0		0.00	BACKPAY/FRONTPAY
0		0.00	LUMP SUM
0		0.00	ATTORNEY'S FEES
0		0.00	OTHER (Please specify below)
0	4.	SETTLEMENTS WITH NO BENEFITS	

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL
NUMBER

386 1. COMPLAINTS ON HAND AT THE BEGINNING
OF THE REPORTING PERIOD. (This number should
be the same as complaints on hand at the end of
previous reporting period).

113 2. COMPLAINTS FILED

3 3. REMANDS

183 4. COMPLAINTS CLOSED

319 5. COMPLAINTS ON HAND AT THE END
OF THE REPORTING PERIOD.

96 6. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)		
	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	27617	
a. CAREER EMPLOYEES	27617	100.00
2. COUNSELORS	420	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	420	100.00
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	94	22.38
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	120	28.57
3. INVESTIGATORS	159	
a. FULL-TIME	8	5.03
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	151	94.97
d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	25	15.72
e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	0	0.00
4. COUNSELORS/INVESTIGATORS	22	
a. FULL-TIME	11	50.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	11	50.00
d. NUMBER OF NEWLY HIRED COUNSELORS/INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS/INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING		
5. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?		N
IF NO, WHO DOES THE EEO DIRECTOR REPORT TO PERSON:	MR. THOMAS PICKARD	
TITLE:	DEPUTY DIRECTOR	

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PART IV. (A) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	RACE AND COLOR					
	NATIVE	ASIAN	BLACK	WHITE	RELIGION	REPRISAL
APPOINTMENT/HIRE	0	0	1	1	0	1
ASSIGNMENT OF DUTIES	0	0	4	3	1	11
AWARDS	0	0	1	0	0	4
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0	0	0
b. REPRIMAND	0	0	0	0	0	0
c. SUSPENSION	0	0	0	0	0	0
d. REMOVAL	0	1	2	4	0	5
e. OTHER	0	0	0	1	0	4
DUTY HOURS	0	0	0	0	0	0
EVALUATION/APPRaisal	0	0	4	1	1	8
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	0	0	3	2	0	6
b. SEXUAL						0
MEDICAL EXAMINATION	0	0	0	0	0	1
PAY INCLUDING OVERTIME	0	0	0	0	0	0
PROMOTION/NON-SELECTION	0	0	8	2	0	12
REASSIGNMENT						
a. DENIED	0	0	0	0	0	0
b. DIRECTED	0	0	0	0	0	2
REASONABLE ACCOMODATION					0	1
REINSTATEMENT	0	1	0	0	0	2
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	0	0	1	0	0	1
TIME AND ATTENDANCE	0	0	0	0	0	1
TRAINING	0	0	3	0	1	8
OTHER (Please specify below)						
a. HOSTILE ENVIRONMENT	0	0	2	0	0	0
b. DISPARATE TREATMENT	0	2	1	2	0	3
c. WHISTLE BLOWING	0	0	0	0	0	1
d. DISPARAGING REMARKS	0	0	1	0	0	1
TOTAL ISSUES BY BASES	0	4	31	16	3	79
TOTAL COMPLAINTS FILED BY BASES	0	4	27	16	3	46
TOTAL COMPLAINANTS BY BASES	0	1	26	11	3	35

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PART IV. (B) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	SEX		NATIONAL ORIGIN		EQUAL PAY ACT	
	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE
APPOINTMENT/HIRE	4	2	0	0		
ASSIGNMENT OF DUTIES	4	6	3	1		
AWARDS	0	3	0	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0		
b. REPRIMAND	0	0	0	0		
c. SUSPENSION	0	0	0	0		
d. REMOVAL	0	5	1	2		
e. OTHER	1	3	1	0		
DUTY HOURS	0	0	0	0		
EVALUATION/APPRaisal	1	4	3	0		
EXAMINATION/TEST	0	0	0	1		
HARRASSMENT						
a. NON-SEXUAL	1	3	0	2		
b. SEXUAL	1	3				
MEDICAL EXAMINATION	0	1	0	0		
PAY INCLUDING OVERTIME	0	1	0	0	0	1
PROMOTION/NON-SELECTION	0	13	0	1		
REASSIGNMENT						
a. DENIED	0	0	0	0		
b. DIRECTED	0	3	1	0		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	1	0	1		
RETIREMENT	0	0	0	0		
TERMINATION	0	0	0	0		
TERMS/CONDITIONS OF EMPLOYMENT	0	0	1	0		
TIME AND ATTENDANCE	0	2	0	0		
TRAINING	1	5	0	0		
OTHER (Please specify below)						
a. HOSTILE ENVIRONMENT	1	0	0	0		
b. DISPARATE TREATMENT	0	2	0	4		
c. WHISTLE BLOWING	0	0	0	0		
d. DISPARAGING REMARKS	0	1	1	0		
TOTAL ISSUES BY BASES	14	65	11	12	0	1
TOTAL COMPLAINTS FILED BY BASES	11	38	7	12	0	1
TOTAL COMPLAINANTS BY BASES	11	35	6	5	0	1

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 PART IV. (C) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	AGE	DISABILITY		TOTAL BASES BY ISS	TOTAL COMPL- AINTS BY ISS	TOTAL COMPL- AINANTS BY ISS
		MENTAL	PHYSICAL			
APPOINTMENT/HIRE	1	0	0	10	5	5
ASSIGNMENT OF DUTIES	10	1	1	45	15	15
AWARDS	4	0	0	12	5	5
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0	0	0
b. REPRIMAND	0	0	0	0	0	0
c. SUSPENSION	0	0	0	0	0	0
d. REMOVAL	2	2	1	25	9	8
e. OTHER	1	0	0	11	6	6
DUTY HOURS	0	0	0	0	0	0
EVALUATION/APPRaisal	6	1	1	30	15	14
EXAMINATION/TEST	0	1	0	2	1	1
HARRASSMENT						
a. NON-SEXUAL	3	1	0	21	11	10
b. SEXUAL				4	4	4
MEDICAL EXAMINATION	0	0	0	2	1	1
PAY INCLUDING OVERTIME	0	0	0	2	2	2
PROMOTION/NON-SELECTION	10	1	5	52	22	21
REASSIGNMENT						
a. DENIED	0	0	0	0	0	0
b. DIRECTED	0	0	0	6	4	4
REASONABLE ACCOMODATION		1	3	5	4	4
REINSTATEMENT	0	1	1	7	2	2
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	1	0	0	4	2	2
TIME AND ATTENDANCE	0	1	0	4	2	2
TRAINING	6	0	0	24	9	8
OTHER (Please specify below)						
a. HOSTILE ENVIRONMENT	0	0	0	3	3	3
b. DISPARATE TREATMENT	0	2	2	18	6	4
c. WHISTLE BLOWING	0	0	0	1	1	1
d. DISPARAGING REMARKS	0	0	0	4	3	3
TOTAL ISSUES BY BASES	44	12	14			
TOTAL COMPLAINTS FILED BY BASES	27	12	14			
TOTAL COMPLAINANTS BY BASES	18	7	10			

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

A. STATUTE

(IF A SINGLE COMPLAINT IS BASED ON MULTIPLE
STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

164 1. TITLE VII

24 2. AGE DISCRIMINATION IN EMPLOYMENT
ACT (ADEA)

30 3. REHABILITATION ACT

0 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

218 THIS NUMBER WILL BE LARGER THAN THE TOTAL
NUMBER OF COMPLAINTS CLOSED

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PART VI. SUMMARY OF CLOSURES BY AGENCY
 (OCTOBER 1 - NOVEMBER 8, 1999)

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	36	24117	669.92
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	8	2679	334.88
2. WITHDRAWALS	1	195	195.00
3. SETTLEMENTS	1	846	846.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	26	20397	784.50
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	26	20397	784.50
C. TYPES OF FINAL AGENCY DECISIONS	26	20397	784.50
1. FINAL AGENCY DECISION WITHOUT HEARING	17	11999	705.82
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	17	11999	705.82
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	9	8398	933.11
(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	9	8398	933.11
1. ACCEPTED AS AGENCY DECISION	9	8398	933.11
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00

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PART VI-SUPP. SUMMARY OF CLOSURES BY AGENCY
 (Report Data for November 9, 1999 Through September 30, 2000)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. NUMBER OF CLOSURES BY CATEGORY	147	110875	754.25
1. WITHDRAWALS	12	7747	645.58
2. SETTLEMENTS	16	13194	824.62
3. FINAL AGENCY DECISIONS	119	89934	755.75
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	97	67457	695.43
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	56	46874	837.04
3. DISMISSAL OF COMPLAINTS	41	20583	502.02
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	22	22477	1021.68
1. AJ DECISION FULLY IMPLEMENTED	11	11375	1034.09
(A) FINDING DISCRIMINATION	0	0	0.00
(B) FINDING NO DISCRIMINATION	11	11375	1034.09
2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
(A) FINDING DISCRIMINATION	0	0	0.00
1. AGENCY DISAGREED WITH FINDING BUT AGREED WITH REMEDY	0	0	0.00
2. AGENCY AGREED WITH FINDING BUT DISAGREED WITH REMEDY	0	0	0.00
3. AGENCY DISAGREED WITH BOTH FINDING AND REMEDY	0	0	0.00
(B) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	11	11102	1009.27

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

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION	17
B. AMOUNT OF MONETARY BENEFITS AWARDED	68379.20
1. BACK PAY/FRONT PAY	15279.20
2. LUMP SUM PAYMENT	53100.00
C. COMPENSATORY DAMAGES	0.00
D. ATTORNEY'S FEES AND COSTS AWARDED	67457.18

E. TYPES OF CORRECTIVE ACTIONS	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	2	2
a. RETROACTIVE	2	1
b. NON-RETROACTIVE	0	1
3. DISCIPLINARY ACTION	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
4. REINSTATEMENT	1	1
5. REASSIGNMENT	0	3
6. PERFORMANCE EVALUATION MODIFIED	0	1
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	1	4
8. OTHER (SPECIFY BELOW) SEE COMMENTS SECTION	0	5

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PART VIII. SUMMARY OF OPEN INVENTORY PENDING END OF
 REPORTING PERIOD

	TOTAL NUMBER PENDING	TOTAL NUMBER OF DAYS	AVERAGE OF DAYS	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY AT THE END OF REPORTING PERIOD	319	205588	644.5	58	20	241
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	61	10667	174.9	43	6	12
b. INVESTIGATION	111	50463	454.6	15	13	83
c. HEARINGS	83	75868	914.1	0	1	82
d. FINAL DECISION BY THE AGENCY	64	68590	1071.7	0	0	64

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PART VIII - SUPP - STATUS OF OPEN INVENTORY
(Including Information on Consolidation of Cases)

	NUMBER
1. Pending inventory as of October 1, 1999	386
2. Complaints filed in FY 2000	116
3. Add line 1 and line 2	502
4. Total complaints in line 3 that were NOT consolidated	411
5. Total complaints from line 4 that were closed this reporting period	147
6. Total complaints in line 3 that WERE consolidated	91
7. Total complaints from line 6 that were closed this reporting period	36
8. Number of joint processing units* from consolidation of complaints	30
9. Pending inventory as of September 30, 2000	319

*Joint processing units are the resulting number of 'units' of multiple complaints from line 6 that will be processed together, in accordance with 29 CFR 1614 regulations

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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	99	59077	596.7
a. NUMBER COMPLETED BY AGENCY PERSONNEL	97	57651	594.3
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	2	1426	713.0
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	0	0	0.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	1	195	195.0
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	98	58882	600.8
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			661259.61
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			661259.61
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			0.00

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COMMENTS
SEE ATTACHED

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 of October 1, 1999 through September 30, 2000 is accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL
KATHLEEN D. KOCH, EEO OFFICER

TYPED NAME AND TITLE OF PREPARER
BARRY K. WARD, EQUAL EMPLOYMENT SPECIALIST

DATE 11/06/2000 TELEPHONE NUMBER (202) 324-2818

EMAIL ADDRESS

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

Comments

Pt II (1) 8 Complaints originally reported as pending were actually closed

1 Complaint originally reported as closed was actually pending

7 Complaints reported as pending were actually complaints filed by other DOJ component employees the FBI was processing because of a conflict of interest within the other component and is the complaint is carried on that component's inventory.

Pt IV(c) Evaluation/Appraisal; Total Bases By Issues - Program added incorrectly, total is actually 30

Pt IV (21. Other)

	Reprisal	Sex (Female)	Disability (Physical)	Total Bases by Issue	Total Complaints by Issue	Total Complainants by Issue
Insurance Matters			1	1	1	1
Compliant Process	6	6		12	2	1
Non EEO Reprisal	1	1		2	1	1
Total Issues by Bases	7	7	1			
Total Complaints by Bases	3	3	1			
Total Complainants by Bases	2	2	1			

Pt VII(8) Close OPR Investigation, Priority Consideration, Training, Retake Polygraph, and Restored Sick Leave

Pt VIII - Supplemental (2) Includes 3 remands

Pt IX(5)(b) Completed by other DOJ agencies which have not submitted costs.

ADR Activities Pt I, Benefits, Non-monetary Relief, One complaint had two different non-monetary relief items, however program added those items as if they were two separate cases.

ADR Activities Pt VIII (3) Collateral Duty total is 20. Program would not allow insert of correct number.

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ADR ACTIVITIES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	1	1		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
TOTAL	1	1		
TYPES OF ADR TECHNIQUES				
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	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below) OFFICE OF PERS. DISPUTE RESOLU	1	1	27	27.00
TOTAL	1	1	27	27.00

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ADR ACTIVITES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		1	1	27	27.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		0	0	0	0.00
4. OTHER (Please specify below)		0	0	0	0.00
TOTAL		1	1	27	27.00
BENEFITS					
1. MONETARY RELIEF	7736.00	1	1	27	27.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	7736.00	1	1		
C. LUMP SUM	0.00	0	0		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		1	1	27	27.00
A. NEW HIRES		0	0		
B. PROMOTIONS		1	1		
C. REINSTATEMENTS		0	0		
D. EXPUNGEMENTS		0	0		
E. TRANSFERS		1	1		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below)		0	0		

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 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

ADR ACTIVITIES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	86	68		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
TOTAL	86	68		
TYPES OF ADR TECHNIQUES				
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	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below) OFFICE OF PERS. DISPUTE RESOLU	86	68	8635	100.41
TOTAL	86	68	8635	100.41

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ADR ACTIVITIES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		2	2	158	79.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		51	39	4807	94.25
4. OTHER (Please specify below)		33	27	3670	111.21
PENDING					
TOTAL		86	68	8635	100.41
BENEFITS					
1. MONETARY RELIEF	825.00	1	1	158	158.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	0.00	0	0		
C. LUMP SUM	600.00	1	1		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	225.00	1	1		
MEDICAL EXPENSES					
2. NON-MONETARY RELIEF		2	2	158	79.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		0	0		
D. EXPUNGEMENTS		1	1		
E. TRANSFERS		0	0		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below)		1	1		
RESTORE SICK LEAVE					

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ADR ACTIVITIES

PART III. PRE-COMPLAINT ADR PROGRAM

BEFORE JAN 1, 2000
X AFTER JAN 1, 2000
NO PROGRAM

PART IV. POST-COMPLAINT ADR PROGRAM

X BEFORE JAN 1, 2000
AFTER JAN 1, 2000
NO PROGRAM

PART V. EMPLOYEE RIGHTS

ARE EMPLOYEES REQUIRED TO WAIVE THEIR RIGHTS UNDER 29 CFR 1614? N Y/N
IF THE RESPONSE IS YES, PLEASE SPECIFY BELOW THE RIGHTS THAT ARE WAIVED:

PART VI. BASIC ORIENTATION TRAINING

	TOTAL NUMBER	NUMBER TRAINED
1. MANAGERS	7180	606
2. EMPLOYEES	20437	2332

PART VII. WORKFORCE

	TOTAL WORKFORCE	NUMBER THAT CAN PARTICIPATE
1. WORKFORCE THAT CAN PARTICIPATE IN ADR PROGRAM	27617	2332

PART VIII. RESOURCES

	NUMBER
1. FULL TIME	0
2. PART TIME	0
3. COLLATERAL DUTY	20