

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Office of Justice Programs

REPORTING PERIOD: FY 2002

PART I PRE-COMPLAINT COUNSELING

COUNSELING

7 A. TOTAL NUMBER OF INDIVIDUALS COUNSELED

1 1. NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS

5 2. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90 DAYS

1 3. NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS

0 4. NUMBER OF INDIVIDUALS COUNSELED DUE TO REMANDS

NON-ADR SETTLEMENTS DURING COUNSELING

B. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	Number	Amount	
	0	\$ 0.00	1. COMPENSATORY DAMAGES
	0	\$ 0.00	2. BACKPAY/FRONTPAY
	0	\$ 0.00	3. LUMP SUM PAYMENT
	0	\$ 0.00	4. ATTORNEYS FEES AND COSTS
		\$	5
		\$	6
		\$	7

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

PART II FORMAL COMPLAINT ACTIVITIES

11 A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

4 B. COMPLAINTS FILED

0 C. REMANDS

15 D. TOTAL COMPLAINTS (sum of lines A+B+C)

15 E. COMPLAINTS IN LINE D THAT WERE **NOT** CONSOLIDATED

5 F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

0 G. COMPLAINTS IN LINE D THAT **WERE** CONSOLIDATED

0 H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

10 I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))

4 J. INDIVIDUALS FILING COMPLAINTS

0 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	788	
b. PERMANENT EMPLOYEES	728	
2. COUNSELOR	2	
a. FULL-TIME	1	50.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	1	50.00
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

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	0	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	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	2	1	0	3	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	1	1	0	3	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	1	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	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: Tracy Henke

TITLE: Principal Deputy Assistant Attorney General

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				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			
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	1	0	0	0	1	0	2	1	0			2	0	0	7	2	2
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
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	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
5. Letter of Instruction	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1
6. Referred to OPR	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
7. Oral Reprimand	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
I. HARASSMENT	0	0	1	0	0	0	0	0	0	0	0			0	0	0	1	1	1
1. NON-SEXUAL	0	0	1	0	0	0	0	0	0	0	0			0	0	0	1	1	1
2. SEXUAL							0	0	0								0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	1	0	0	0	0	0	1	0	0			1	0	0	3	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
1. DENIED	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
N. REASONABLE ACCOMMODATION						0	0								0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
Q. TERMINATION	0	0	1	0	0	0	0	0	0	0	0			0	0	0	1	1	1
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	1	0	0	1	0			1	0	0	3	1	1
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	1	1
U. OTHER (Please specify below)																			
1. OPR Investigation	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. Erroneous Information	0	0	1	0	0	0	0	0	1	0	0			1	0	0	3	1	1
3. Performance Improvement Plan	0	0	1	0	0	0	0	0	0	0	0			0	0	0	1	1	1
4. SAPP Score	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
5. Benefits	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
TOTAL ISSUES BY BASES	0	0	6	0	0	0	3	0	4	2	0	0	0	5	0	0			
TOTAL COMPLAINTS FILED BY BASES	0	0	3	0	0	0	2	0	2	1	0	0	0	2	0	0			
TOTAL COMPLAINANTS BY BASES	0	0	3	0	0	0	2	0	2	1	0	0	0	2	0	0			

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)	
<u>4</u>	1. TITLE VII
<u>1</u>	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
<u>0</u>	3. REHABILITATION ACT
<u>0</u>	4. EQUAL PAY ACT (EPA)
B. TOTAL BY STATUTES	
<u>5</u>	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
<small>(A1+A2+A3+A4)</small>	

PART VI SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)		5	3566	713.20
1. WITHDRAWALS		0	0	0.00
2. SETTLEMENTS		2	1361	680.50
3. FINAL AGENCY DECISIONS (B+C)		3	2205	735.00
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)		2	1259	
1. FINDING DISCRIMINATION		0	0	0.00
2. FINDING NO DISCRIMINATION		0	0	0.00
3. DISMISSAL OF COMPLAINTS		2	1259	629.50
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)		1	946	
1. AJ DECISION FULLY IMPLEMENTED (a+b)		1	946	
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		1	946	946.00
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		0	0	0.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	2	
B. CLOSURES WITH MONETARY BENEFITS	0	\$ 0.00
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	0	\$ 0.00
C. CLOSURES WITH NON-MONETARY BENEFITS	2	
D. CLOSURES WITH COMPENSATORY DAMAGES	0	\$ 0.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	2	\$ 6750.00
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH	NUMBER WITH
	MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	0	1
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	1
3. DISCIPLINARY ACTION	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	0	1
6. PERFORMANCE EVALUATION MODIFIED	0	1
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	0
8. ACCOMMODATION	0	0
9. TRAINING/TUITION/ETC.	0	1
10. LEAVE RESTORED	0	1
11. Inspection Report Not Used		
12. Post a Notice		
13. Performance Award		

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)	10	4323		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	3	637	212.33	449
3. COMPLAINTS PENDING IN HEARINGS	6	2826	471.00	707
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	1	860	860.00	860

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	7	3494	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. COST OF AGENCY INVESTIGATIONS	\$ 38534.07		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	7	3494	499.14
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	2	713	356.50
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	5	2781	556.20
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 31719.07		

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. INDIVIDUALS COUNSELED THROUGH ADR	0	0		
C. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	5	5		
2. REJECTED BY COMPLAINANT	4	4		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	1	1		
D. RESOURCES USED (1+2+3+4+5+6+7)	1	1		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	1	1		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.				
6.				
7.				
E. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	1	1	151	151.00
1. MEDIATION	1	1	151	151.00
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. OMBUDSMAN	0	0	0	0.00
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.				
F. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	1	1	151	151.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	151	151.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. NO RESOLUTION	0	0	0	0.00
d. Withdrawal				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
G. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	0	0	\$ 0.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	0	0	\$ 0.00	
d. ATTORNEY'S FEES AND COSTS	0	0	\$ 0.00	
e. Special Act Award			\$	
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	1	1		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	0	0		
i. APOLOGY	0	0		
j. Leave	0	0		
k. Better Communication Methods	0	0		
l. Rating/Disciplinary Action Change				

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	7	7		
2. REJECTED BY COMPLAINANT	3	3		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	4	4		
C. RESOURCES USED (1+2+3+4+5+6+7)	4	4		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	3	3		
3. PRIVATE ORGANIZATIONS, 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)	4	4	142	35.50
1. MEDIATION	4	4	142	35.50
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. OMBUDSMAN	0	0	0	0.00
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)	4	4	142	35.50
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	50	25.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	2	2	92	46.00
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	\$ 6750.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	0	0	\$ 0.00	
d. ATTORNEY'S FEES AND COSTS	2	2	\$ 6750.00	
e. QSI			\$	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	2	2		
a. NEW HIRES	0	0		
b. PROMOTIONS	2	2		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	1	1		
e. TRANSFERS	2	2		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	1	1		
i. APOLOGY	0	0		
j. Reassignment				
k. Performance Rating				
l.				

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	156	127
2.	EMPLOYEES	632	333
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		788	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		0	
1.	FULL TIME	0	
2.	PART TIME	0	
3.	COLLATERAL DUTY	0	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 825.00	

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, 2001 through September 30, 2002 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL:

SIGNATURE OF CERTIFYING OFFICIAL:

TYPED NAME AND TITLE OF PREPARER: Robynn F Ferguson-Russ, EEO Specialist

SIGNATURE OF PREPARER:

DATE: 10/30/2002

TELEPHONE NUMBER: 202-514-1938

E-MAIL: russr@ojp.usdoj.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

The reduction in the number of individuals counseled may be attributed to a reduction in workforce at the Office of Justice Programs, as well as training.

Part 2

The reduction in the number of complaints filed may be attributed to the reduction in workforce as well as EEO training being provided to employees during the fiscal year.

Part 3

The Principal Deputy Assistant Attorney General is one level under the Head of the Agency.

Part 6

Part VI, A1, There were no withdrawals during this fiscal year which may be attributed to the reduction in complaints filed. A2 - The delays are attributed to the increased involvement by the Office of General Counsel.

Line C - Increase in closures due to multiple attempts to settle.

Processing time increase may be attributed to one case being handled by another Department of Justice Component due to a conflict of interest, as well as amendments filed extending the length of the investigation.

Part 7

Agreements were reached through the use of ADR. Delays may be attributed to the increased number of parties involved from OGC and their inexperience in EEO matters.

The agency agreed to pay lump sum payments that covered any damages and attorneys fees.

Same as Above.

Part 8

Same as Above.

Same as above.

More complainants are electing to proceed through the EEO process rather than withdrawing their complaints.

Same as Above.

Same as Above.

Same as Above.

Same as above.

Same as A3.

Same as A3.

Same as above.

Same as above.

Same as Above.

Same as Above.

Same as Above.

Same as Above.

Same as Above.

Same as Above.

Same as A3.

Part 9

Increase cost due to more cases being handled by contract investigative firms and reporting cost of EEO Staff involved in the investigative process. There were no conflict cases where agency investigators were used.

There were no conflict cases where agency investigators were used.

Processing days increased due to complainant's amending their complaints and increased involvement by the Office of General Counsel.

Increased usage of contract investigative firms and increase cost of investigations.

Same as Above.

Part 10

Complainant offered ADR/Mediation during the pre-complaint stage, after rights were given to the complainant during EEO Counseling. Settlement reached.

Both the complainant and the agency accepted ADR as an option. Resolution was reached.

Same as Above.

Same as Above.

Same as Above.

Delays caused by several modifications to the agreement being made by both complainant's counsel and agency counsel.

Same as Above.

Same as Above.

Same as Above.

Same as Above.

Part 11

There were two complaints settled using ADR during this fiscal year, however, only one of the settlement agreement awards and benefits were implemented during the fiscal year. The other agreement will not be implemented until November 2002, after the fiscal year ends.

Two agreements were reached using ADR during this fiscal year.

This fee reflects attorneys fees in one complaint. The agency has increased its view of attorneys fees and is willing to pay the fees.

The agency and the complainant have been more amenable to ADR at the formal stage.

Complainants have been more willing to use ADR after receipt of their investigative file and when ADR is offered by EEOC.

Attempts were unsuccessful, both complainants filed formal complaints.

Increase in ADR participation by complainants, although unsuccessful.

Same as Above.

Appendix A – Comments (continued)

Increase usage of ADR during the formal stage (Investigative and Hearing).

Same as Above.

Agency has become more agreeable to monetary awards to resolve EEO matters.

Same as Above.

Same as Above.

Same as Above.

Same as Above.

Same as Above.

Same as Above.