

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 PRISONS

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

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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PART I. PRE-COMPLAINT ALTERNATIVE DISPUTE
 RESOLUTION (ADR) AND COUNSELING

| | | |
|--------|----|--|
| | | ADR |
| 11 | 1. | TOTAL NUMBER OF INDIVIDUALS SELECTING ADR |
| 0 | a. | NUMBER OF INDIVIDUALS DIRECTLY SELECTING ADR |
| 11 | b. | NUMBER OF INDIVIDUALS SELECTING ADR DURING COUNSELING |
| | | COUNSELING |
| 848 | 2. | TOTAL NUMBER OF INDIVIDUALS COUNSELED |
| 770 | a. | NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS |
| 78 | b. | NUMBER OF INDIVIDUALS COUNSELED WITHIN 90 DAYS |
| 0 | 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) |
| 12 | 4. | SETTLEMENTS WITH NO BENEFITS |

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL
NUMBER

| | |
|-----|--|
| 753 | 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). |
| 205 | 2. COMPLAINTS FILED |
| 0 | 3. REMANDS |
| 196 | 4. COMPLAINTS CLOSED |
| 762 | 5. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD. |
| 190 | 6. INDIVIDUALS FILING COMPLAINTS |

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| PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM) | | |
|---|---------------------------------------|-------------|
| | NUMBER | PERCENT (%) |
| 1. TOTAL AGENCY WORKFORCE | 32205 | |
| a. CAREER EMPLOYEES | 32079 | 99.61 |
| 2. COUNSELORS | 222 | |
| a. FULL-TIME | 0 | 0.00 |
| b. PART-TIME | 0 | 0.00 |
| c. COLLATERAL DUTY | 222 | 100.00 |
| d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING | 50 | 22.52 |
| e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING | 91 | 40.99 |
| 3. INVESTIGATORS | 61 | |
| a. FULL-TIME | 7 | 11.48 |
| b. PART-TIME | 0 | 0.00 |
| c. COLLATERAL DUTY | 54 | 88.52 |
| d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING | 23 | 37.70 |
| e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING | 7 | 11.48 |
| 4. COUNSELORS/INVESTIGATORS | 0 | |
| a. FULL-TIME | 0 | 0.00 |
| b. PART-TIME | 0 | 0.00 |
| c. COLLATERAL DUTY | 0 | 0.00 |
| 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 | 0 | 0.00 |
| 5. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? | | N |
| IF NO, WHO DOES THE EEO DIRECTOR REPORT TO PERSON: | YVONNE HINKSON | |
| TITLE: | ASSOCIATE GENERAL COUNSEL, DCE BRANCH | |

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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 | | | | RELIGION | REPRISAL |
|---|----------------|-------|-------|-------|----------|----------|
| | NATIVE | ASIAN | BLACK | WHITE | | |
| APPOINTMENT/HIRE | 0 | 1 | 0 | 0 | 1 | 2 |
| ASSIGNMENT OF DUTIES | 1 | 1 | 3 | 2 | 0 | 6 |
| AWARDS | 0 | 0 | 3 | 1 | 0 | 0 |
| CONVERSION TO FULL-TIME | 0 | 0 | 0 | 0 | 0 | 0 |
| DISCIPLINARY ACTION | | | | | | |
| a. DEMOTION | 0 | 0 | 2 | 0 | 0 | 3 |
| b. REPRIMAND | 0 | 0 | 2 | 1 | 0 | 1 |
| c. SUSPENSION | 0 | 2 | 3 | 3 | 0 | 9 |
| d. REMOVAL | 0 | 0 | 0 | 0 | 0 | 0 |
| e. OTHER | 0 | 0 | 0 | 0 | 0 | 0 |
| DUTY HOURS | 0 | 0 | 0 | 0 | 0 | 0 |
| EVALUATION/APPRaisal | 0 | 1 | 7 | 3 | 0 | 16 |
| EXAMINATION/TEST | 0 | 0 | 0 | 0 | 0 | 0 |
| HARRASSMENT | | | | | | |
| a. NON-SEXUAL | 2 | 0 | 8 | 3 | 3 | 17 |
| b. SEXUAL | | | | | | 4 |
| MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | 0 | 0 |
| PAY INCLUDING OVERTIME | 0 | 1 | 1 | 0 | 0 | 0 |
| PROMOTION/NON-SELECTION | 1 | 0 | 9 | 2 | 1 | 12 |
| REASSIGNMENT | | | | | | |
| a. DENIED | 0 | 1 | 0 | 2 | 0 | 1 |
| b. DIRECTED | 0 | 0 | 0 | 0 | 0 | 0 |
| REASONABLE ACCOMODATION | | | | | | 4 |
| REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 |
| RETIREMENT | 0 | 0 | 0 | 0 | 0 | 0 |
| TERMINATION | 0 | 0 | 2 | 2 | 0 | 4 |
| TERMS/CONDITIONS OF EMPLOYMENT | 0 | 8 | 8 | 4 | 3 | 8 |
| TIME AND ATTENDANCE | 0 | 0 | 3 | 1 | 0 | 7 |
| TRAINING | 0 | 1 | 1 | 1 | 0 | 1 |
| OTHER (Please specify below) | | | | | | |
| a. | 0 | 0 | 0 | 0 | 0 | 0 |
| b. | 0 | 0 | 0 | 0 | 0 | 0 |
| c. | 0 | 0 | 0 | 0 | 0 | 0 |
| d. | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL ISSUES BY BASES | 4 | 16 | 52 | 25 | 8 | 95 |
| TOTAL COMPLAINTS FILED BY BASES | 4 | 16 | 52 | 25 | 8 | 95 |
| TOTAL COMPLAINANTS BY BASES | 4 | 16 | 48 | 24 | 8 | 87 |

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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 HISPANIC | ORIGIN OTHER | EQUAL PAY ACT | |
|---|------|--------|----------------------|-----------------|---------------|--------|
| | MALE | FEMALE | | | MALE | FEMALE |
| APPOINTMENT/HIRE | 1 | 1 | 0 | 0 | | |
| ASSIGNMENT OF DUTIES | 1 | 6 | 2 | 1 | | |
| AWARDS | 3 | 1 | 2 | 0 | | |
| CONVERSION TO FULL-TIME | 0 | 0 | 0 | 0 | | |
| DISCIPLINARY ACTION | | | | | | |
| a. DEMOTION | 0 | 1 | 0 | 0 | | |
| b. REPRIMAND | 0 | 0 | 0 | 0 | | |
| c. SUSPENSION | 5 | 2 | 2 | 2 | | |
| d. REMOVAL | 0 | 0 | 0 | 0 | | |
| e. OTHER | 0 | 0 | 0 | 0 | | |
| DUTY HOURS | 0 | 0 | 0 | 0 | | |
| EVALUATION/APPRaisal | 4 | 6 | 3 | 4 | | |
| EXAMINATION/TEST | 0 | 0 | 0 | 0 | | |
| HARRASSMENT | | | | | | |
| a. NON-SEXUAL | 3 | 2 | 4 | 3 | | |
| b. SEXUAL | 4 | 8 | | | | |
| MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | | |
| PAY INCLUDING OVERTIME | 0 | 0 | 1 | 0 | 0 | 0 |
| PROMOTION/NON-SELECTION | 8 | 5 | 1 | 2 | | |
| REASSIGNMENT | | | | | | |
| a. DENIED | 0 | 0 | 1 | 0 | | |
| b. DIRECTED | 0 | 0 | 0 | 0 | | |
| REASONABLE ACCOMODATION | | | | | | |
| REINSTATEMENT | 0 | 0 | 0 | 0 | | |
| RETIREMENT | 0 | 0 | 0 | 0 | | |
| TERMINATION | 3 | 5 | 1 | 1 | | |
| TERMS/CONDITIONS OF EMPLOYMENT | 3 | 10 | 3 | 0 | | |
| TIME AND ATTENDANCE | 0 | 2 | 1 | 0 | | |
| TRAINING | 1 | 1 | 2 | 0 | | |
| OTHER (Please specify below) | | | | | | |
| a. | 0 | 0 | 0 | 0 | | |
| b. | 0 | 0 | 0 | 0 | | |
| c. | 0 | 0 | 0 | 0 | | |
| d. | 0 | 0 | 0 | 0 | | |
| TOTAL ISSUES BY BASES | 36 | 50 | 23 | 13 | 0 | 0 |
| TOTAL COMPLAINTS FILED BY BASES | 36 | 50 | 23 | 13 | 0 | 0 |
| TOTAL COMPLAINANTS BY BASES | 34 | 48 | 23 | 13 | 0 | 0 |

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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 | 0 | 0 | 0 | 6 | 3 | 3 |
| ASSIGNMENT OF DUTIES | 2 | 0 | 1 | 26 | 11 | 11 |
| AWARDS | 1 | 0 | 0 | 11 | 3 | 2 |
| CONVERSION TO FULL-TIME DISCIPLINARY ACTION | 0 | 0 | 0 | 0 | 0 | 0 |
| a. DEMOTION | 0 | 0 | 0 | 6 | 3 | 3 |
| b. REPRIMAND | 0 | 0 | 0 | 4 | 2 | 2 |
| c. SUSPENSION | 2 | 0 | 1 | 31 | 16 | 14 |
| d. REMOVAL | 0 | 0 | 0 | 0 | 0 | 0 |
| e. OTHER | 0 | 0 | 0 | 0 | 0 | 0 |
| DUTY HOURS | 0 | 0 | 0 | 0 | 0 | 0 |
| EVALUATION/APPRaisal | 1 | 0 | 1 | 46 | 18 | 18 |
| EXAMINATION/TEST | 0 | 0 | 0 | 0 | 0 | 0 |
| HARRASSMENT | | | | | | |
| a. NON-SEXUAL | 3 | 0 | 2 | 50 | 20 | 20 |
| b. SEXUAL | | | | 16 | 13 | 13 |
| MEDICAL EXAMINATION | 0 | 0 | 0 | 0 | 0 | 0 |
| PAY INCLUDING OVERTIME | 0 | 0 | 0 | 3 | 2 | 2 |
| PROMOTION/NON-SELECTION | 12 | 0 | 1 | 54 | 21 | 21 |
| REASSIGNMENT | | | | | | |
| a. DENIED | 0 | 0 | 0 | 5 | 2 | 2 |
| b. DIRECTED | 0 | 0 | 0 | 0 | 0 | 0 |
| REASONABLE ACCOMODATION | | 7 | 14 | 25 | 19 | 14 |
| REINSTATEMENT | 0 | 0 | 0 | 0 | 0 | 0 |
| RETIREMENT | 0 | 0 | 0 | 0 | 0 | 0 |
| TERMINATION | 0 | 1 | 5 | 24 | 10 | 7 |
| TERMS/CONDITIONS OF EMPLOYMENT | 15 | 0 | 2 | 64 | 48 | 48 |
| TIME AND ATTENDANCE | 0 | 0 | 1 | 15 | 10 | 6 |
| TRAINING | 0 | 0 | 1 | 9 | 4 | 2 |
| OTHER (Please specify below) | | | | | | |
| a. | 0 | 0 | 0 | 0 | 0 | 0 |
| b. | 0 | 0 | 0 | 0 | 0 | 0 |
| c. | 0 | 0 | 0 | 0 | 0 | 0 |
| d. | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL ISSUES BY BASES | 36 | 8 | 29 | | | |
| TOTAL COMPLAINTS FILED BY BASES | 36 | 8 | 29 | | | |
| TOTAL COMPLAINANTS BY BASES | 35 | 8 | 26 | | | |

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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.)

176 1. TITLE VII

29 2. AGE DISCRIMINATION IN EMPLOYMENT
ACT (ADEA)

27 3. REHABILITATION ACT

0 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

232 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 | 25 | 20382 | 815.28 |
| B. NUMBER OF CLOSURES BY CATEGORY | | | |
| 1. DISMISSALS | 7 | 4192 | 598.86 |
| 2. WITHDRAWALS | 2 | 1098 | 549.00 |
| 3. SETTLEMENTS | 2 | 324 | 162.00 |
| 4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING) | 14 | 14768 | 1054.86 |
| (a) FINDING DISCRIMINATION | 3 | 3867 | 1289.00 |
| (b) FINDING NO DISCRIMINATION | 11 | 10901 | 991.00 |
| C. TYPES OF FINAL AGENCY DECISIONS | 14 | 14768 | 1054.86 |
| 1. FINAL AGENCY DECISION WITHOUT HEARING | 9 | 9007 | 1000.78 |
| (a) FINDING DISCRIMINATION | 1 | 1425 | 1425.00 |
| (b) FINDING NO DISCRIMINATION | 8 | 7582 | 947.75 |
| 2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS) | 5 | 5761 | 1152.20 |
| (a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION | 2 | 2442 | 1221.00 |
| 1. ACCEPTED BY AGENCY DECISION | 2 | 2442 | 1221.00 |
| 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 | 3 | 3319 | 1106.33 |
| 1. ACCEPTED AS AGENCY DECISION | 3 | 3319 | 1106.33 |
| 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 | 171 | 149519 | 874.38 |
| 1. WITHDRAWALS | 21 | 10419 | 496.14 |
| 2. SETTLEMENTS | 19 | 14255 | 750.26 |
| 3. FINAL AGENCY DECISIONS | 131 | 124845 | 953.02 |
| B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION | 107 | 96219 | 899.24 |
| 1. FINDING DISCRIMINATION | 2 | 2264 | 1132.00 |
| 2. FINDING NO DISCRIMINATION | 71 | 76469 | 1077.03 |
| 3. DISMISSAL OF COMPLAINTS | 34 | 17486 | 514.29 |
| C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION | 24 | 28626 | 1192.75 |
| 1. AJ DECISION FULLY IMPLEMENTED | 24 | 28626 | 1192.75 |
| (A) FINDING DISCRIMINATION | 1 | 1166 | 1166.00 |
| (B) FINDING NO DISCRIMINATION | 23 | 27460 | 1193.91 |
| 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 | 0 | 0 | 0.00 |

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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 | | 21 |
| B. AMOUNT OF MONETARY BENEFITS AWARDED | 101000.10 | |
| 1. BACK PAY/FRONT PAY | 101000.10 | |
| 2. LUMP SUM PAYMENT | 0.00 | |
| C. COMPENSATORY DAMAGES | 19200.00 | |
| D. ATTORNEY'S FEES AND COSTS AWARDED | 32060.00 | |
| E. TYPES OF CORRECTIVE ACTIONS | NUMBER WITH | NUMBER WITHOUT |
| | MONETARY AWARDS | MONETARY AWARDS |
| 1. HIRE | 0 | 0 |
| a. RETROACTIVE | 0 | 0 |
| b. NON-RETROACTIVE | 0 | 0 |
| 2. PROMOTION | 1 | 0 |
| a. RETROACTIVE | 1 | 0 |
| b. NON-RETROACTIVE | 0 | 0 |
| 3. DISCIPLINARY ACTION | 1 | 10 |
| a. RESCINDED | 1 | 10 |
| b. MODIFIED | 0 | 0 |
| 4. REINSTATEMENT | 2 | 0 |
| 5. REASSIGNMENT | 1 | 7 |
| 6. PERFORMANCE EVALUATION MODIFIED | 0 | 10 |
| 7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL | 1 | 10 |
| 8. OTHER (SPECIFY BELOW) | 0 | 0 |

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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 | 762 | 498440 | 654.1 | 73 | 39 | 650 |
| BY CATEGORY | | | | | | |
| a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL) | 100 | 15921 | 159.2 | 40 | 11 | 49 |
| b. INVESTIGATION | 185 | 59814 | 323.3 | 33 | 28 | 124 |
| c. HEARINGS | 430 | 382144 | 888.7 | 0 | 0 | 430 |
| d. FINAL DECISION BY THE AGENCY | 47 | 40561 | 863.0 | 0 | 0 | 47 |

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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 | 753 |
| 2. Complaints filed in FY 2000 | 205 |
| 3. Add line 1 and line 2 | 958 |
| 4. Total complaints in line 3 that were NOT consolidated | 949 |
| 5. Total complaints from line 4 that were closed this reporting period | 196 |
| 6. Total complaints in line 3 that WERE consolidated | 9 |
| 7. Total complaints from line 6 that were closed this reporting period | 0 |
| 8. Number of joint processing units* from consolidation of complaints | 4 |
| 9. Pending inventory as of September 30, 2000 | 762 |

*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 | 210 | 81423 | 387.7 |
| a. NUMBER COMPLETED BY AGENCY PERSONNEL | 178 | 69288 | 389.3 |
| b. NUMBER OF INVESTIGATIONS CONTRACTED OUT | 32 | 12135 | 379.2 |
| 2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS | 10 | 1398 | 139.8 |
| 3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED | 9 | 2074 | 230.4 |
| 4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS | 191 | 77951 | 408.1 |
| 5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS | | | 870825.18 |
| A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL | | | 712000.00 |
| B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS | | | 158825.18 |

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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 | 3 | 3 | | |
| 2. ANOTHER FEDERAL AGENCY | 0 | 0 | | |
| 3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS | 5 | 5 | | |
| 4. OTHER (Please Specify below) MEDIATOR NOT SELECTED YET | 3 | 3 | | |
| TOTAL | 11 | 11 | | |
| TYPES OF ADR TECHNIQUES | | | | |
| 1. MEDIATION | 8 | 8 | 514 | 64.25 |
| 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 | 3 | 3 | 378 | 126.00 |
| 7. MINITRIALS | 0 | 0 | 0 | 0.00 |
| 8. PEER REVIEW | 0 | 0 | 0 | 0.00 |
| 9. OTHER (Please Specify below) | 0 | 0 | 0 | 0.00 |
| TOTAL | 11 | 11 | 892 | 81.09 |

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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 | | 3 | 3 | 282 | 0.00 |
| 2. SETTLEMENTS WITH NO BENEFITS | | 0 | 0 | 0 | 94.00 |
| 3. NOT RESOLVED | | 4 | 4 | 484 | 121.00 |
| 4. OTHER (Please specify below) | | 4 | 4 | 160 | 0.00 |
| TOTAL | | 7 | 7 | 892 | 109.43 |
| BENEFITS | | | | | |
| 1. MONETARY RELIEF | 0.00 | 0 | 0 | 0 | 0.00 |
| A. COMPENSATORY DAMAGES | 0.00 | 0 | 0 | | |
| B. BACKPAY/FRONTPAY | 0.00 | 0 | 0 | | |
| 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 | | 3 | 3 | 282 | 94.00 |
| 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/OR VOLUNTARY RESIGNATIONS | | 0 | 0 | | |
| G. REASONABLE ACCOMODATION | | 2 | 2 | | |
| H. OTHER (Please specify below) | | 1 | 1 | | |
| APOLOGY | | | | | |

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 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 | 0 | 0 | | |
| 2. ANOTHER FEDERAL AGENCY | 2 | 2 | | |
| 3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS | 6 | 6 | | |
| 4. OTHER (Please Specify below) MEDIATOR NOT SELECTED YET | 1 | 1 | | |
| TOTAL | 9 | 9 | | |
| TYPES OF ADR TECHNIQUES | | | | |
| 1. MEDIATION | 9 | 9 | 672 | 74.67 |
| 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) | 0 | 0 | 0 | 0.00 |
| TOTAL | 9 | 9 | 672 | 74.67 |

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

ADR ACTIVITES
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

| TYPE OF CLOSURES | AMOUNT | TOTAL COM- PLAINTS | TOTAL COM- PLAIN- ANTS- | DAYS | AVERAGE DAYS |
|--|--------|--------------------------|----------------------------------|------------|-----------------|
| 1. SETTLEMENTS WITH BENEFITS | | 0 | 0 | 0 | 0.00 |
| 2. SETTLEMENTS WITH NO BENEFITS | | 2 | 2 | 249 | 124.50 |
| 3. NOT RESOLVED | | 5 | 5 | 323 | 84.60 |
| 4. OTHER (Please specify below) | | 2 | 2 | 100. | 0.00 |
| TOTAL | | 9 | 9 | 672 | 96.00 |
| BENEFITS | | | | | |
| 1. MONETARY RELIEF | 0.00 | 0 | 0 | 0 | 0.00 |
| A. COMPENSATORY DAMAGES | 0.00 | 0 | 0 | | |
| B. BACKPAY/FRONTPAY | 0.00 | 0 | 0 | | |
| 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 | | 2 | 2 | 249 | 124.50 |
| 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/OR VOLUNTARY RESIGNATIONS | | 0 | 0 | | |
| G. REASONABLE ACCOMODATION | | 0 | 0 | | |
| H. OTHER (Please specify below) LEAVE RESTORED | | 1 | 1 | | |

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

ADR ACTIVITIES

PART III. PRE-COMPLAINT ADR PROGRAM

X BEFORE JAN 1, 2000
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 | 1629 | 1629 |
| 2. EMPLOYEES | 30576 | 30576 |

PART VII. WORKFORCE

| | TOTAL WORKFORCE | NUMBER THAT CAN PARTICIPATE |
|--|--------------------|--------------------------------|
| 1. WORKFORCE THAT CAN PARTICIPATE IN ADR PROGRAM | 32205 | 32205 |

PART VIII. RESOURCES

| | NUMBER |
|--------------------|--------|
| 1. FULL TIME | 6 |
| 2. PART TIME | 0 |
| 3. COLLATERAL DUTY | 222 |

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

COMMENTS

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
WANDA M. HUNT, EQUAL EMPLOYMENT OPPORTUNITY OFFICER

TYPED NAME AND TITLE OF PREPARER
STEVEN B. CASON, EQUAL EMPLOYMENT OPPORTUNITY SPECIALIST

DATE 11/16/2000 TELEPHONE NUMBER (202) 514-6165

EMAIL ADDRESS SCASON@BOP.GOV

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