

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: U.S. Marshals Service

REPORTING PERIOD: FY 2003

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COUNSELED	76	75
1. COUNSELED WITHIN 30 DAYS	30	30
2. COUNSELED WITHIN 31 TO 90 DAYS	40	39
3. COUNSELED BEYOND 90 DAYS	6	6
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COUNSELED	3	3
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	2	2
3. COUNSELED BEYOND 90 DAYS	1	1

COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	79	78
1. COUNSELED WITHIN 30 DAYS	30	30
2. COUNSELED WITHIN 31 TO 90 DAYS	42	41
3. COUNSELED BEYOND 90 DAYS	7	7
4. COUNSELED DUE TO REMANDS	0	0

D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT		
	COUNSELINGS	INDIVIDUALS
TOTAL	46	46
1. EEO COUNSELOR	45	45
2. ADR INTAKE OFFICER	1	1

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS				
	TOTAL	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			
	TOTAL	COUNSELINGS	INDIVIDUALS
TOTAL	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 REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0	
7. REASONABLE ACCOMMODATIONS	0	0	
8. TRAINING	0	0	
9. APOLOGY	0	0	
10. Resignation Date Change	1	1	
11. Counseled Manager			
12.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS				
	TOTAL	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			
	TOTAL	COUNSELINGS	INDIVIDUALS
TOTAL	1	1	
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 REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0	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	0	0	
8. TRAINING	0	0	
9. APOLOGY	0	0	
10. Leave Restored			
11. Re-do Evaluation			
12. ALL OTHER (See comments)			

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PART II FORMAL COMPLAINT ACTIVITIES	
82	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
47	B. COMPLAINTS FILED
2	C. REMANDS
131	D. TOTAL COMPLAINTS (sum of lines A+B+C)
131	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
68	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
63	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
47	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	4640		
b. PERMANENT EMPLOYEES	4618		
2. COUNSELOR			
a. FULL-TIME	0	0.00	
b. PART-TIME	4	100.00	
c. COLLATERAL DUTY	0	0.00	
3. INVESTIGATOR			
a. FULL-TIME	0	0.00	
b. PART-TIME	3	100.00	
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	

	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	4	1	3	4	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	4	1	3	4	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	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: Donald A. Gambatesa		
TITLE: Deputy Director		

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PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE
	RACE				COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		MENTAL		PHYSICAL				
	AMER. INDIAN/ ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE							
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	2	0	0	0	4	1	2	0	0			1	1	0	11	5	5	
C. AWARDS	0	0	1	1	0	0	1	0	1	0	0			1	0	0	5	2	2	
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	4	2	0	0	6	1	2	0	1			0	0	0	16	8	8	
1. DEMOTION	0	0	1	0	0	0	1	0	0	0	0			0	0	0	2	1	1	
2. REPRIMAND	0	0	0	1	0	0	1	0	1	0	0			0	0	0	3	1	1	
3. SUSPENSION	0	0	3	1	0	0	3	1	1	0	1			0	0	0	10	5	5	
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
6. Letter of Instruction	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1	
8. Polygraph																				
7. Search and Seizure																				
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	1	0	1	0	0			0	1	0	3	1	1	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
I. HARASSMENT	0	0	6	7	0	0	9	3	5	1	2			5	0	0	38	17	17	
1. NON-SEXUAL	0	0	6	7	0	0	9	3	4	1	2			5	0	0	37	16	16	
2. SEXUAL							0	0	1								1	1	1	
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	1	0	2	0	0	0	0	0	0	0	3	2	2	
L. PROMOTION/NON-SELECTION	0	1	2	1	0	0	4	0	2	0	1			3	0	0	14	10	10	
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	1							1	0	2	1	1	
O. REINSTATEMENT	0	0	1	0	0	0	0	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	3	1	0	1	0	2	2	0	1			7	1	12	30	14	14	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	
S. TIME AND ATTENDANCE	0	0	0	0	0	0	3	0	1	0	0			0	1	0	5	2	2	
T. TRAINING	0	1	1	1	0	0	2	0	2	0	1			1	1	0	10	4	4	
U. OTHER (Please specify below)																				
1IA/OIG Investigation	0	0	1	0	0	0	0	0	0	0	0			0	0	0	1	1	1	
2Disparate Treatment																				
3EAP Referral																				
4.																				
5.																				
TOTAL ISSUES BY BASES	0	2	21	13	0	1	32	7	20	1	6	0	0	18	6	12				
TOTAL COMPLAINTS FILED BY BASES	0	1	13	9	0	1	18	6	11	1	4	0	0	13	2	12				
TOTAL COMPLAINANTS BY BASES	0	1	13	9	0	1	18	6	11	1	4	0	0	13	2	12				

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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.)

53	1. TITLE VII
19	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
13	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

85 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)	68	30552	449.29
1. WITHDRAWALS	10	4154	415.40
2. SETTLEMENTS	3	1991	663.67
3. FINAL AGENCY DECISIONS (B+C)	55	24407	443.76
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	47	18305	
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	19	15791	831.11
3. DISMISSAL OF COMPLAINTS	28	2514	89.79
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	8	6102	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	8	6102	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	8	6102	762.75
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

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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	3	
B. CLOSURES WITH MONETARY BENEFITS	2	\$ 122500.00
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	2	\$ 122500.00
C. CLOSURES WITH NON-MONETARY BENEFITS	1	
D. CLOSURES WITH COMPENSATORY DAMAGES	0	\$ 0.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	2	\$ 23500.00
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	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	0	0
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	0
8. ACCOMMODATION	0	0
9. TRAINING/TUITION/ETC.	0	0
10. LEAVE RESTORED	0	0
11. Pay Rate Change	0	1
12. Support Office Mgmt.		
13. ALL OTHER (See Comments)		

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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)	63	34968		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	15	1788	119.20	227
3. COMPLAINTS PENDING IN HEARINGS	26	18018	693.00	2517
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	22	15162	689.18	1489

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	26	6424	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	5	1091	218.20
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	1	146	146.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	4	945	236.25
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. COST OF AGENCY INVESTIGATIONS	\$ 95805.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	21	5333	253.95
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	6	921	153.50
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	13	3586	275.85
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	826	413.00
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 73587.00		

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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	0	0	0	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	68	68		
2. REJECTED BY INDIVIDUAL	65	65		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	3	3		
C. RESOURCES USED (1+2+3+4+5+6+7)	2	2		
1. INHOUSE	2	2		
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)	2	2	190	95.00
1. MEDIATION	2	2	190	95.00
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. 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)	2	2	190	95.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	55	55.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. NO RESOLUTION	1	1	135	135.00
d. NO ADR ATTEMPT	0	0	0	0.00
e. Withdrawal				
f.				
2. OPEN INVENTORY - ADR PENDING	1	1	69	69.00

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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	35	35		
2. REJECTED BY COMPLAINANT	35	35		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	0	0		
C. RESOURCES USED (1+2+3+4+5+6+7)	0	0		
1. INHOUSE	0	0		
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)	0	0	0	0.00
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. 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)	0	0	0	0.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
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)	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.			\$	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	0	0		
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	0	0		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	0	0		
i. APOLOGY	0	0		
j. Dress Code				
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	815	362
2.	EMPLOYEES	3825	1666
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		4640	
		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		\$ 1000.00	

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: Tanya L Wright, Equal Employment Specialist

SIGNATURE OF PREPARER:

DATE: 11/7/2003 TELEPHONE NUMBER: 202-305-9419 E-MAIL: tanya.wright@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*