

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Bureau of Prisons

REPORTING PERIOD: FY 2002

PART I PRE-COMPLAINT COUNSELING

COUNSELING

788 A. TOTAL NUMBER OF INDIVIDUALS COUNSELED

735 1. NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS

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

0 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/FROTPAY
	0	\$ 0.00	3. LUMP SUM PAYMENT
	0	\$ 0.00	4. ATTORNEYS FEES AND COSTS
		\$	5
		\$	6
		\$	7

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

PART II FORMAL COMPLAINT ACTIVITIES

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

332 B. COMPLAINTS FILED

0 C. REMANDS

1078 D. TOTAL COMPLAINTS (sum of lines A+B+C)

1064 E. COMPLAINTS IN LINE D THAT WERE **NOT** CONSOLIDATED

281 F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

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

0 H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

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

305 J. INDIVIDUALS FILING COMPLAINTS

6 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	33885	
b. PERMANENT EMPLOYEES	33734	
2. COUNSELOR	197	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	197	100.00
3. INVESTIGATOR	8	
a. FULL-TIME	8	100.00
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	66	0	0	4	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	66	0	0	4	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	131	0	8	68	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	131	0	8	68	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: Yvonne Hinkson

TITLE: Associate General Counsel, OGC/DCE

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	1	0	0	2	0	1	0	0			0	0	2	6	4	4
B. ASSIGNMENT OF DUTIES	0	0	7	9	0	1	12	2	7	1	0			7	1	2	49	24	24
C. AWARDS	0	1	2	0	0	0	5	2	3	0	1			2	0	0	16	9	9
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	2	1	16	5	0	1	24	7	18	2	3			6	2	9	96	40	40
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. REPRIMAND	0	0	0	2	0	0	3	1	1	1	0			1	0	0	9	3	3
3. SUSPENSION	1	0	8	2	0	0	12	4	4	0	2			3	1	2	39	16	16
4. REMOVAL	1	1	8	1	0	1	9	2	13	1	1			2	1	7	48	21	21
5. Letter of Instruction	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
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	1	1	2	0	0	5	0	3	0	1			1	1	0	15	5	5
G. EVALUATION/APPRaisal	1	0	10	3	0	0	8	2	4	3	0			5	0	1	37	19	19
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
I. HARASSMENT	0	2	46	21	0	6	84	21	66	3	10			20	6	15	300	153	148
1. NON-SEXUAL	0	2	46	21	0	6	72	19	45	3	10			20	6	15	265	128	123
2. SEXUAL							12	2	21								35	25	25
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	1	0	0	0	1	1	1
L. PROMOTION/NON-SELECTION	1	1	20	9	0	2	31	14	14	4	6			28	3	9	142	63	63
M. REASSIGNMENT	0	0	2	2	0	0	3	2	1	0	0			3	0	2	15	8	8
1. DENIED	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. DIRECTED	0	0	2	2	0	0	3	2	1	0	0			3	0	2	15	8	8
N. REASONABLE ACCOMMODATION						0	5								1	5	11	5	5
O. REINSTATEMENT	0	0	1	0	0	0	0	0	1	0	0			0	0	0	2	1	1
P. RETIREMENT	0	0	1	0	0	0	0	0	0	0	0			0	0	1	2	1	1
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	2	7	2	0	2	9	2	7	2	4			2	1	4	44	24	24
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
T. TRAINING	0	1	4	0	0	0	5	1	3	0	1			2	0	1	18	8	8
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	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
3. Performance Improvement Plan	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
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	4	9	117	54	0	12	193	53	128	15	26	0	1	76	15	51			
TOTAL COMPLAINTS FILED BY BASES	3	8	106	52	0	12	156	48	104	11	23	0	1	65	13	45			
TOTAL COMPLAINANTS BY BASES	3	8	103	52	0	12	147	48	103	11	23	0	1	63	13	45			

PART V - SUMMARY OF CLOSURES BY STATUTE

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

245	1. TITLE VII
59	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
46	3. REHABILITATION ACT
1	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

351 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)	281	174424	620.73
1. WITHDRAWALS	27	12408	459.56
2. SETTLEMENTS	29	19975	688.79
3. FINAL AGENCY DECISIONS (B+C)	225	142041	631.29
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	144	154886	
1. FINDING DISCRIMINATION	4	4333	1083.25
2. FINDING NO DISCRIMINATION	68	73153	1075.78
3. DISMISSAL OF COMPLAINTS	72	77400	1075.00
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	81	91474	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	61	68888	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	61	68888	1129.31
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	20	22586	1129.30

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	33	
B. CLOSURES WITH MONETARY BENEFITS	18	\$ 87152.56
1. BACK PAY/FRONT PAY	11	\$ 55652.56
2. LUMP SUM PAYMENT	7	\$ 31500.00
C. CLOSURES WITH NON-MONETARY BENEFITS	23	
D. CLOSURES WITH COMPENSATORY DAMAGES	3	\$ 75000.00
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	5	\$ 50489.16
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH	NUMBER WITH
	MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRE	4	2
a. RETROACTIVE	2	0
b. NON-RETROACTIVE	2	2
2. PROMOTION	4	2
a. RETROACTIVE	2	0
b. NON-RETROACTIVE	2	2
3. DISCIPLINARY ACTION	2	3
a. RESCINDED	2	2
b. MODIFIED	0	1
4. REINSTATEMENT	3	3
5. REASSIGNMENT	1	1
6. PERFORMANCE EVALUATION MODIFIED	2	2
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	6	6
8. ACCOMMODATION	0	0
9. TRAINING/TUITION/ETC.	2	2
10. LEAVE RESTORED	4	4
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)	797	215072		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	23	1252	54.43	167
2. COMPLAINTS PENDING IN INVESTIGATION	130	15600	120.00	356
3. COMPLAINTS PENDING IN HEARINGS	473	178000	376.32	860
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	171	20220	118.25	175

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	269	69814	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	64	23379	365.30
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	15	2224	148.27
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	11	2421	220.09
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	38	18734	493.00
2. COST OF AGENCY INVESTIGATIONS	\$ 256000.00		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	205	46435	226.51
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	81	11329	139.86
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	96	21386	222.77
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	28	13720	490.00
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 922500.00		

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	28	28		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	28	28		
D. RESOURCES USED (1+2+3+4+5+6+7)	28	28		
1. INHOUSE	4	4		
2. ANOTHER FEDERAL AGENCY	20	20		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	4	4		
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)	28	28	910	32.50
1. MEDIATION	22	22	705	32.05
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	6	6	205	34.17
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)	27	27	1000	37.04
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	8	8	320	40.00
b. NO FORMAL COMPLAINT FILED	4	4	160	40.00
c. NO RESOLUTION	15	15	520	34.67
d. Withdrawal				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	1	1	40	40.00
G. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	4	4	\$ 28183.00	
a. COMPENSATORY DAMAGES	1	1	\$ 14500.00	
b. BACKPAY/FRONTPAY	2	2	\$ 12183.25	
c. LUMP SUM	0	0	\$ 0.00	
d. ATTORNEY'S FEES AND COSTS	0	0	\$ 0.00	
e. Special Act Award	1	1	\$ 1500.00	
f.			\$	
g.			\$	
2. NON-MONETARY (INSERT TOTAL)	4	4		
a. NEW HIRES	0	0		
b. PROMOTIONS	0	0		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	0	0		
e. TRANSFERS	3	3		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	2	2		
i. APOLOGY	1	1		
j. Leave				
k. Better Communication Methods				
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	4	4		
2. REJECTED BY COMPLAINANT	0	0		
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	1	1		
2. ANOTHER FEDERAL AGENCY	3	3		
3. PRIVATE ORGANIZATIONS, 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)	4	4	125	31.25
1. MEDIATION	3	3	105	35.00
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	1	1	20	20.00
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	125	31.25
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	2	2	80	40.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	2	2	45	22.50
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	\$ 150006.00	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	0	0	\$ 0.00	
c. LUMP SUM	1	1	\$ 150000.00	
d. ATTORNEY'S FEES AND COSTS	0	0	\$ 0.00	
e. QSI	1	1	\$ 6000.00	
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. Reassignment	0	0		
k. Performance Rating	0	0		
l.				

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	1725	400
2.	EMPLOYEES	32160	0
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		33885	
		NUMBER	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		274	
1.	FULL TIME	19	
2.	PART TIME	1	
3.	COLLATERAL DUTY	254	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 19641.46	

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: Elizabeth K Blackmon, Supervisory EEO Specialist

SIGNATURE OF PREPARER:

DATE: 11/15/2002 TELEPHONE NUMBER: 202-514-6165 E-MAIL: eblackmon@bop.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 2

Due to increased awareness of the EEO process, we have had an increase in complaints.

Part 3

Due to increased awareness of the EEO process, we have had an increase in complaints. Two new investigators were hired in FY2002.

Part 6

The number equal. The computer is not adding the withdrawals.

Line A1 - We have been working on working through the oldest cases and it should not be a recurring problem.

Line A2 - We have been working on working through the oldest cases and it should not be a recurring problem.

B1 - We have been working on working through the oldest cases and it should not be a recurring problem.

B2-We have been working on working through the oldest cases and it should not be a recurring problem.

B3-We have been working on working through the oldest cases and it should not be a recurring problem.

C1 (b)-We have been working on working through the oldest cases and it should not be a recurring problem.

C3-We have been working on working through the oldest cases and it should not be a recurring problem.

Part 7

Due to increased awareness of the EEO process, we have had an increase in complaints.

Part 8

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Part 9

There were several investigations that had been initiated by a contract investigator, who was then pulled away from the investigation. The agency investigators were then assigned to these investigations.

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Part 10

data correct

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Part 11

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