
EEOC FORM 715-01

U.S. Equal Employment Opportunity Commission
PART E FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

U.S. Department of Justice
For Period Covering October 1, 2004 to September 30, 2005

EXECUTIVE SUMMARY

1) DOJ Mission

The overall mission of the Department of Justice (DOJ or the Department) is:

"...to enforce the law and defend the interests of the United States according to the law; to ensure public safety against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans. "

In carrying out its mission, DOJ is guided by the following core values:

- **Equal Justice Under the Law.** We uphold and enforce laws fairly and uniformly to ensure that all Americans receive equal protection and justice under the law.
- **Honesty and Integrity.** We adhere to the highest standards of ethical behavior.
- **Commitment to Excellence.** We are effective and responsible stewards of the taxpayers' dollars.
- **Respect for the Worth and Dignity of Each Human Being.** We treat each other and those we serve with fairness, dignity, and compassion. We value differences in people and ideas. We are committed to the well being of our employees and to providing opportunities for individual growth and development.

The Department embraces the concept of performance-based management which involves setting long-term goals and objectives, translating these goals and objectives into budgets and program plans, implementing programs and monitoring the performance, and evaluating results.

Led by the Attorney General, the DOJ comprised 40 separate component organizations. These include the U.S. Attorneys (USAs), the Federal Bureau of Investigation (FBI), the Drug Enforcement Administration (DEA), the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), the U.S. Marshals Services (USMS), and the Bureau of Prisons (BOP).

Litigating divisions represent the rights and interests of the American people and enforce federal criminal and civil laws, including civil rights, tax, antitrust, environmental, and civil justice statutes. The litigating divisions are comprised of the following: the Antitrust Division (ANTI), the Civil Division (CIV), Civil Rights Division (CRT), the Criminal Division (CRM), the Tax Division (TAX), and the Environment and Natural Resources Division (ENRD). Other major departmental components include The Office of Justice Programs (OJP), the Office of Community Oriented Policing Services (COPS), the National Drug Intelligence Center (NDIC), the United States Trustees, the Office of the Federal Detention Trustee (OFDT), the Justice Management Division (JMD), the Executive Office for Immigration Review (EOIR), the Community Relations Service (CRS), the Office on Violence Against Women (OVW), the Office of the Inspector General (OIG).

The major occupations at the Department are Attorney, Correctional Officer, and Criminal Investigator. These occupations represent a significant portion of the DOJ workforce and the knowledge, skills, and abilities required and gained in these positions provide qualifying experience for more responsible supervisory and managerial positions. As a result, the Department's affirmative employment and outreach efforts continue to focus on recruiting and retention in these occupational categories.

A review of the data indicates that some groups are under-represented in DOJ and that there is a clustering of women, prominent at the GS-11 level. A comprehensive, unified collection and reporting system would enhance analysis and evaluation of the statistics to determine causes of the imbalance.

2) Essential Elements

The U.S. Department of Justice met most compliance measures. An updated EEO Policy Statement was not distributed in FY 2005. It will be addressed during FY 2006. An attached Form H (Tab 5) addresses the compliance indicators that will be undertaken to meet this Essential Element.

3) Workforce Profiles

Hispanics: Hispanics represent 8.66 percent of the Department's workforce, below their level of representation of 10.5 percent of the Civilian Labor Force (CLF). Hispanics (4.78 percent) are well represented in the Attorney occupation.

However, in the Correctional Officer and Criminal Investigator occupations, they fall below their CLF representation.

African Americans: African Americans represent 17.66 percent of the Department's workforce and exceed their CLF levels. Male Correctional Officers are well represented, but female Correctional Officers do not currently meet the CLF. Criminal Investigators also are underrepresented in this group.

Asian Americans: Asian Americans represent 2.75 percent of the Department's workforce. Both men and women fall below their CLF levels. There was a slight increase of 21 during the year. Asian American Attorneys, Correctional Officers, and Criminal Investigators are at CLF levels.

American Indians: American Indians represent 0.83 percent of the Department's workforce. Men exceed their CLF level, but women fall slightly below. The number of American Indians increased by 17 during the year and meets or exceeds the CLF as Attorneys, Criminal Investigators, and Correctional Officers.

Women: Women represent 42,493 or 40.29 percent of the Department's workforce. Women are underrepresented when compared to the CLF. The number of women employed increased by 790 during the year. Female Attorneys exceed their CLF level, but women Correctional Officers and Criminal Investigators do not currently meet the CLF.

Men: Men represent 62,969 or 59.71 percent of the Department's workforce. The number of men increased by 310 during the year and exceeded their CLF level.

Persons with Disabilities: Persons with Disabilities represent 3,646 or 3.46 percent of the Department's workforce. During this reporting period, the number of Persons with Disabilities (PWD) increased by 102, while those with a targeted disability increased by eight.

4) Equal Employment Opportunity (EEO) Plan Objectives

The Department will begin collecting best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities as possible models. DOJ also will continue to use traditional and new recruitment tools to attract a diverse pool of applicants for employment.

EEO Plan Action Items Accomplished

- The Department continues to reaffirm its overall commitment to prevent and eliminate sexual harassment from its workplace.
- Periodically, the DOJ collects and evaluates reports from its components together with composite data, from various management sources, regarding the numbers and nature of complaints of alleged sexual harassment received.
- Components also are tasked to further develop and improve their individual plans to include strategies as well as novel ideas gleaned from cross-component sharing. All plans cover the three broad categories: management accountability, outreach and training, and discipline. In addition, the many novel ideas, which surface to address sexual harassment in the workplace, are shared and have been adopted by other components.
- The Department has acquired electronic technology to assist in EEO complaint management:
 - “eVersity” provides analysis, tracking, management, reporting, and document generation capabilities which are required for developing and managing affirmative employment plans; and
 - “iComplaints” is designed for EEO managers and specialists to support the effective management of EEO complaints. It tracks the progress of individual complaints, standardizes official correspondence relating to rights and responsibilities to parties, and compiles statistical information for EEOC reports.
- The Department participated in the 2005 Workforce Recruitment Program (WRP) for College Students with Disabilities. Recruiters at the Department interviewed approximately 43 full-time students with disabilities at four accredited two and four-year college and university

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campuses. This partnership with the WRP provides summer and permanent employment opportunities for college students with disabilities.