

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS 1 October 2000 AND ENDS 30 September 2001)

AGENCY OR DEPARTMENT: Department of Justice

PART I PRE-COMPLAINT COUNSELING
COUNSELING

1796 1. TOTAL NUMBER OF INDIVIDUALS COUNSELED

1291 A. NUMBER OF INDIVIDUAL COUNSELED WITHIN 30 DAYS

379 B. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90

126 C. NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS

0 D. NUMBER OF INDIVIDUALS COUNSELED DUE TO REMANDS

NON-ADR SETTLEMENTS DURING COUNSELING

2. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

Number	Amount	
0	\$0	COMPENSATORY DAMAGES
0	\$0	BACKPAY/FRONTPAY
1	\$1800	LUMP SUM PAYMENT
0	\$0	ATTORNEY'S FEES AND COSTS
		OTHER (Please specify on Comments Page)
		OTHER (Please specify on Comments Page)
		OTHER (Please specify on Comments Page)

76 3. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

PART II FORMAL COMPLAINT ACTIVITIES

2860 1. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

960 2. COMPLAINTS FILED

12 3. REMANDS

3832 4. TOTAL COMPLAINTS (sum of lines 1+2+3)

3484 5. COMPLAINTS IN LINE 4 THAT WERE NOT CONSOLIDATED

1146 6. COMPLAINTS IN LINE 5 CLOSED DURING REPORT PERIOD

335 7. COMPLAINTS IN LINE 4 THAT WERE CONSOLIDATED

114 8. COMPLAINTS IN LINE 7 CLOSED DURING REPORT PERIOD

2572 9. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (line 4 - (sum of lines 6+8))

864 10. INDIVIDUALS FILING COMPLAINTS

115 11. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III

A. AGENCY RESOURCES	NUMBER	PERCENT
1. WORK FORCE		
A. TOTAL WORK FORCE	127972	
B. PERMANENT	122595	
2. COUNSELOR		
A. FULL-TIME	18	1.90
B. PART-TIME	6	0.63
C. COLLATERAL DUTY	925	97.47
3. INVESTIGATOR		
A. FULL-TIME	14	6.31
B. PART-TIME	0	0.00
C. COLLATERAL DUTY	208	93.69
4. COUNSELOR/INVESTIGATOR		
A. FULL-TIME	0	0.00
B. PART-TIME	1	7.14
C. COLLATERAL DUTY	13	92.86

B. STAFF TRAINING

	COUNSELOR	INVESTIGATOR	COUNSELOR/ INVESTIGATOR
1. NEW STAFF - TOTAL	218	2	0
A. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	214	2	0
B. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0
C. STAFF RECEIVING NO TRAINING AT ALL	4	0	0
2. EXPERIENCED STAFF - TOTAL	731	220	14
A. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	386	62	1
B. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	41	0	0
C. STAFF RECEIVING NO TRAINING AT ALL	304	158	13

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:	Janis Sposato	
TITLE:	Acting Assitant Attorney General for Administration	

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

ISSUES OF ALLEGED DISCRIMINATION	RACE AND COLOR				RELIGION	REPRISAL	SEX		NATIONAL ORIGIN			EQUAL PAY ACT		AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE <<NEW>>	TOTAL COMPLAINTS BY ISSUE <<NEW>>
	AMER. INDIAN ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE			MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	MENTAL		PHYSICAL				
																TOTAL COMPLAINTS BY ISSUE <<NEW>>			
1. Appointment/Hire	0	0	7	3	0	1	5	2	6	1	3	1	5	3	1	34	22	22	
2. Assignment Of Duties	1	0	66	33	2	104	9	32	8	2	4	25	28	4	25	314	131	125	
3. Awards	0	1	6	9	1	8	2	3	3	0	0	0	3	0	0	36	30	28	
4. Conversion To Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Disciplinary Action	1	0	52	37	2	48	17	24	10	3	9	26	16	9	26	245	151	143	
a. A. Demotion	0	0	6	7	0	3	4	2	3	0	0	1	1	0	1	27	14	14	
b. B. Reprimand	0	0	13	5	0	10	2	4	1	0	1	4	3	1	4	43	42	37	
c. C. Suspension	0	0	9	20	0	7	2	2	2	0	2	4	4	3	4	53	44	41	
d. D. Removal	1	0	20	5	2	17	7	10	4	3	5	14	5	5	14	93	37	37	
e. Letter of Instruction	0	0	1	0	0	2	1	1	0	0	0	0	2	0	0	7	3	3	
f. Referred to OPR	0	0	3	0	0	8	1	5	0	0	0	3	1	0	3	21	10	10	
g. Oral Reprimand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	
6. Duty Hours	2	0	5	5	2	13	3	7	4	1	6	3	6	1	3	52	20	17	
7. Evaluation/Appraisal	3	1	19	9	1	38	3	21	7	1	10	2	10	2	5	120	75	64	
8. Examination/Test	1	0	2	0	0	1	0	1	0	0	0	1	6	1	2	14	10	8	
9. Harassment	8	4	101	34	6	138	37	117	25	13	77	22	77	22	604	303	259		
a. A. Non-Sexual	8	4	101	34	6	129	31	82	25	13	77	22	77	22	554	264	221		
b. B. Sexual	0	0	0	0	0	9	6	35	0	0	0	0	0	0	0	50	39	38	
10. Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
11. Pay Including Overtime	0	0	6	2	0	8	4	2	0	0	0	1	4	0	1	28	18	17	
12. Promotion/Non-Selection	6	5	87	65	3	88	42	37	37	12	99	12	99	12	30	523	275	256	
13. Reassignment	0	0	5	16	1	15	4	10	9	6	6	3	6	3	7	82	41	39	
a. A. Denied	0	0	3	8	0	8	0	8	5	1	2	2	2	2	3	40	18	18	
b. B. Directed	0	0	2	8	1	7	4	2	4	5	4	1	4	1	4	42	23	21	
14. Reasonable Accommodation	0	0	0	0	1	37	0	0	0	0	3	15	0	0	56	28	28		
15. Reinstatement	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	3	2	2	
16. Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
17. Termination	1	0	2	1	1	2	0	0	1	0	4	1	4	1	2	15	8	8	
18. Terms/Conditions Of	5	3	20	33	3	80	33	49	20	23	35	3	35	3	7	314	122	101	
19. Time And Attendance	3	1	8	7	0	15	4	8	1	3	9	1	9	1	5	65	22	21	
20. Training	1	0	5	10	1	26	19	7	7	4	11	1	11	1	3	95	52	48	
21. Other (Please specify below)																			
a. Internal Affairs Investigation	0	0	1	1	0	2	1	0	0	0	2	0	2	0	0	7	3	3	
b. N/A	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
c. Whistle Blowing	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
d. Disparate Treatment	0	0	0	1	0	2	0	4	2	0	1	0	1	0	0	10	4	4	
e. Insufficient Notice	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	1	1	
Total Issues By Bases	32	15	392	266	24	628	183	326	141	69	323	66	323	66	154			154	
Total Complaints Filed by Bases	22	12	295	211	22	488	164	239	125	39	269	54	269	54	118			118	
Total Complaints by Bases	18	12	262	186	21	383	158	225	122	39	261	51	261	51	111			111	

PART V SUMMARY OF CLOSURES BY STATUTE

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

<u>1151</u>	A. TITLE VII
<u>260</u>	B. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
<u>173</u>	C. REHABILITATION ACT
<u>2</u>	D. EQUAL PAY ACT (EPA)

2. TOTAL BY STATUTES

1586 THIS NUMBER MAY BE LARGER THAT TOTAL NUMBER OF COMPLAINTS CLOSED.
(1A+1B+1C+1D)

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
1. TOTAL NUMBER OF CLOSURES (A+B+C)	1260	888634	
A. WITHDRAWALS	112	49346	
B. SETTLEMENTS	150	96062	
C. FINAL AGENCY DECISIONS (2+3)	998	743226	
2. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (A+B+C)	645	418818	
A. FINDING DISCRIMINATION	9	8779	
B. FINDING NO DISCRIMINATION	377	277146	
C. DISMISSAL OF COMPLAINTS	259	132893	
3. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (A+B+C)	353	324408	
A. AJ DECISION FULLY IMPLEMENTED (1+2)	293	288933	
(1) FINDING DISCRIMINATION	9	7578	
(2) FINDING NO DISCRIMINATION	284	281355	
B. AJ DECISION NOT FULLY IMPLEMENTED (1+2)	3	3205	
(1) FINDING DISCRIMINATION (a+b+c)	3	3205	
a. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	
b. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	
c. AGENCY APPEALED BOTH FINDING AND REMEDY	3	3205	
(2) FINDING NO DISCRIMINATION	0	0	
C. DISMISSAL OF COMPLAINTS	57	32270	

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

	NUMBER	AMOUNT
1. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	168	
2. CLOSURES WITH MONETARY BENEFITS	53	\$909921
A. BACK PAY/FRONT PAY	13	\$383878
B. LUMP SUM PAYMENT	40	\$526046
3. CLOSURES WITH NON-MONETARY BENEFITS	94	
4. CLOSURES WITH COMPENSATORY DAMAGES	25	\$235697
5. CLOSURES WITH ATTORNEY'S FEES AND COSTS	35	\$459774
6. TYPES OF CORRECTIVE ACTION	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
A. HIRE	1	1
1. RETROACTIVE	1	0
2. NON-RETROACTIVE	0	1
B. PROMOTION	17	8
1. RETROACTIVE	14	2
2. NON-RETROACTIVE	2	6
C. DISCIPLINARY ACTION	4	14
1. RESCINDED	3	1
2. MODIFIED	1	13
D. REINSTATEMENT	3	2
E. REASSIGNMENT	1	13
F. PERFORMANCE EVALUATION MODIFIED	5	13
G. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	6	7
H. ACCOMODATION	1	1
I. TRAINING/TUITION/ETC.	6	7
J. LEAVE RESTORED	6	5
K. Award (PLEASE SPECIFY ON COMMENTS PAGE)	0	1
L. Other 1 (PLEASE SPECIFY ON COMMENTS PAGE)	50	9
M. Other 2 (PLEASE SPECIFY ON COMMENTS PAGE)	1	26

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

I. TOTAL COMPLAINTS PENDING (SAME AS PART II LINE 9) (A+B+C+D)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
		2572	1448432	
A. COMPLAINTS PENDING WRITTEN NOTIFICATION	368	60963		5445
B. COMPLAINTS PENDING IN INVESTIGATION	462	117216		6266
C. COMPLAINTS PENDING IN HEARING	1279	922870		15474
D. COMPLAINTS PENDING A FINAL AGENCY DECISION	463	347383		14326

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	(A+C)	TOTAL	TOTAL DAYS
I. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD		813	271331
A. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL		242	114108
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		21	3268
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		42	10985
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		179	99855
B. COST OF AGENCY INVESTIGATIONS		987626	
C. INVESTIGATIONS COMPLETED BY CONTRACTORS		571	157223
1. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		209	29083
2. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		225	50405
3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		137	77735
D. COST OF CONTRACTOR INVESTIGATIONS		2043841	

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS (a+b)	148	148	
a. Directly	93	93	
b. Through counseling	55	55	
2. RESOURCES USED (a+b+c+d+e+f+g)	140	140	
a. INHOUSE	15	15	
b. ANOTHER FEDERAL AGENCY	110	110	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	15	15	
d. MULTIPLE RESOURCES USED (Please specify)	0	0	
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
g. OTHER (Please specify on comments page)			
3. TECHNIQUES USED (a+b+c+d+e+f+g+h+i+j+k+l)	140	140	DAYS
a. MEDIATION	138	138	7817
b. SETTLEMENT CONFERENCES	1	1	15
c. EARLY NEUTRAL EVALUATIONS	0	0	0
d. FACTFINDING	0	0	0
e. FACILITATION	1	1	44
f. OMBUDSMAN	0	0	0
g. MINI-TRIALS	0	0	0
h. PEER REVIEW	0	0	0
i. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0
j. OTHER (Please specify on comments page)			
k. OTHER (Please specify on comments page)			
l. OTHER (Please specify on comments page)			
4. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS
I. TOTAL CLOSED (a+b+c+d+e+f)	101	101	6715
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-Monetary)	38	38	2080
b. WITHDRAWALS	5	5	673
c. ADR FAILED	56	56	3903
d. Returned for Counseling (Please specify on comments page)	2	2	59
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
II. OPEN INVENTORY - ADR PENDING	47	47	1853
5. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT
A. MONETARY	6	6	\$5430
1. COMPENSATORY DAMAGES	0	0	\$0
2. BACKPAY/FRONTPAY	5	5	\$4931
3. LUMP SUM	0	0	\$0
4. ATTORNEY'S FEES AND COSTS	0	0	\$0
5. Perf Award (Please specify on comments page)	1	1	\$500
6. OTHER (Please specify on comments page)			
7. OTHER (Please specify on comments page)			
B. NON-MONETARY	33	33	
1. NEW HIRES	0	0	
2. PROMOTIONS	1	1	
3. REINSTATEMENTS	0	0	
4. EXPUNGEMENTS	7	7	
5. TRANSFERS	4	4	
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	1	1	
7. REASONABLE ACCOMMODATIONS	0	0	
8. TRAINING	10	10	
9. Perf Eval Changed (Please specify on comments page)	2	2	
10. Administrative Leave (Please specify on comments page)	8	8	
11. OTHER (Please specify on comments page)			

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE			
	COMPLAINTS	COMPLAINANTS	
1. ADR ELECTIONS	133	122	
2. RESOURCES USED (a+b+c+d+e+f+g)	123	112	
a. INHOUSE	100	90	
b. ANOTHER FEDERAL AGENCY	19	18	
c. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	4	4	
d. MULTIPLE RESOURCES USED (Please specify)	0	0	
e. Other 1 (Please specify on comments page)	0	0	
f. OTHER (Please specify on comments page)			
g. OTHER (Please specify on comments page)			
3. TECHNIQUES USED (a+b+c+d+e+f+g+h+i+j+k+l)	COMPLAINTS	COMPLAINANTS	DAYS
	123	112	12476
a. MEDIATION	123	112	12476
b. SETTLEMENT CONFERENCES	0	0	0
c. EARLY NEUTRAL EVALUATIONS	0	0	0
d. FACTFINDING	0	0	0
e. FACILITATION	0	0	0
f. OMBUDSMAN	0	0	0
g. MINI-TRIALS	0	0	0
h. PEER REVIEW	0	0	0
i. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0
j. OTHER (Please specify on comments page)			
k. OTHER (Please specify on comments page)			
l. OTHER (Please specify on comments page)			
4. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS
I. TOTAL CLOSED (a+b+c+d+e+f)	81	70	8236
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	11	10	988
b. WITHDRAWALS	0	0	0
c. ADR FAILED	70	60	7248
d. OTHER (Please specify on comments page)			
e. OTHER (Please specify on comments page)			
f. OTHER (Please specify on comments page)			
II. OPEN INVENTORY - ADR PENDING	52	52	8926
5. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT
A. MONETARY	4	4	\$43000
1. COMPENSATORY DAMAGES	2	2	\$18000
2. BACKPAY/FRONTPAY	0	0	\$0
3. LUMP SUM	0	0	\$0
4. ATTORNEY'S FEES AND COSTS	2	2	\$25000
5. OTHER (Please specify on comments page)			
6. OTHER (Please specify on comments page)			
7. OTHER (Please specify on comments page)			
B. NON-MONETARY	7	7	
1. NEW HIRES	0	0	
2. PROMOTIONS	1	1	
3. REINSTATEMENTS	0	0	
4. EXPUNGEMENTS	0	0	
5. TRANSFERS	1	1	
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	1	1	
7. REASONABLE ACCOMMODATIONS	1	1	
8. TRAINING	2	2	
9. Reassignment (Please specify on comments page)	1	1	
10. OTHER (Please specify on comments page)			
11. OTHER (Please specify on comments page)			

PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

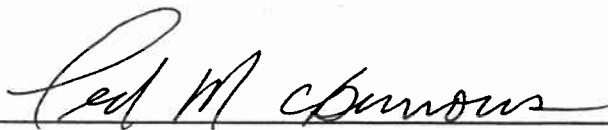
1. BASIC ADR ORIENTATION TRAINING	NUMBER	TRAINED
a. MANAGERS	23601	1538
b. EMPLOYEES	104177	892
2. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER	
	127778	
4. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	NUMBER	
a. FULL TIME	127	
b. PART TIME	9	
c. COLLATERAL DUTY	2	
	116	
4. FUNDING AVAILABLE FOR ADR	AMOUNT	
	\$409800	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, *EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints*, for the report period 1 October 2000 through 30 September 2001 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Ted McBurrows, . Director, Equal Empl Opp Staff

SIGNATURE OF CERTIFYING OFFICIAL:



TYPED NAME AND TITLE OF PREPARER: Sylvia Price, EEO Specialist

SIGNATURE OF PREPARER:



DATE: 2/13/2002 TELEPHONE NUMBER: (202) 616-4808 E-MAIL: Sylvia.Price@usdoj.gov

This report is due to the following address:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

**Annual Federal Equal Employment Opportunity Statistical Report
of Discrimination Complaints
Fiscal Year 2001**

Comments

Part I.3. Non-ADR Settlements with Non-Monetary Benefits

The total number has been updated after verification and is reflected on the Report. The skill level of collateral duty counselors was increased through training, therefore they were able to negotiate more ADR settlements.

Part II.1. Complaints on hand at the beginning of the reporting period

Due to an administrative error, 15 open cases were not counted on the fiscal year 2000 report. Three cases that were reported as being open were actually closed. $(2848 + 15 - 3 = 2860)$, beginning total for FY 2001)

Part V.1.C. Rehabilitation Act

The number of closures has changed due to a detailed research into closed cases that included this statute. Any other increase from last fiscal year we believe was merely due to the fact that more Rehabilitation Act cases were adjudicated during this fiscal year.

Part VII.6.L. Other 1 (specify)

Letter Expressing Regret, re: Performance Appraisal
Within-grade
Priority Consideration
Equitable Workload
Letter of Apology
Detail
Posting Notice
Adjusted Entry on Duty Date
Attorney Fees and Cost

Part VII.6.M. Other 2 (specify)

Reconsider Application
Voluntarily Retired
Personnel Policy Change
Attorney Fees and Cost