

**INVESTIGATIVE PLAN:**

Complaint No. \_\_\_\_\_ Complainant (C) \_\_\_\_\_ Recipient (R) \_\_\_\_\_ Date \_\_\_\_\_

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<i>Complaint Allegations</i>	<i>Potential Violations</i>	<i>Legal Theory DT/DI</i>	<i>Questions to be Answered</i>	<i>Information on File</i>	<i>Further Information Needed</i>	<i>Source</i>
		(Disparate Treatment and/or Disparate Impact)				

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			Who, by race, was referred by R to the employer for each engineer position during the period C's application was active?		List of persons referred, by race, by R to the employer for each position listed above.  Name, race, date referred. Copy of each applicant's file. Occupation code for each applicant.	R

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<p>Complainant alleges blacks were discriminated against in being referred to engineering jobs</p>	<p>Title VI, 42 U.S.C. 2000d</p> <p>Denial of benefits or services of the program (42.104(b)(1)(i));</p> <p>Provision of a service that is different or is provided in a different manner from that provided others in the program (42.104(b)(1)(ii)); <b>(CITES ARE TO DOJ TITLE VI REGS.)</b></p> <p>Treatment of an individual differently from others in determining whether he met eligibility or other requirements in order to be provided the service or benefit (42.104(b)(1)(v)).</p>	<p>Disparate Treatment and Disparate Effects</p>	<p>Were black applicants not referred as a class to engineering jobs for which they were as qualified as white applicants who were referred to the engineering jobs?</p>	<p>Complainant's allegation</p>	<p>Identify black applicants who were qualified for engineering jobs but were not referred.</p> <p>Copies of all logs of person coming into the office seeking job referrals (by race if possible) within a certain time period.</p> <p>List of all clients who identified themselves broken out by race if possible.</p> <p>List of all clients referred to engineering jobs by race, showing date, job referred to, and whether hired.</p>	<p>C and R</p> <p>R</p> <p>R</p> <p>R</p>
<p>He alleges that applicants were coded by race.</p>	<p>Same as above</p>		<p>Were applicants coded by race?</p>	<p>Complainant's allegation.</p>	<p>List of all job codes and how they are assigned.</p> <p>Review of application forms to determine whether codes were used in a proper manner, according to procedures.</p>	<p>R</p> <p>R</p>

