

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

PART I. PRE-COMPLAINT ALTERNATIVE DISPUTE
 RESOLUTION (ADR) AND COUNSELING

ADR

- 2 1. TOTAL NUMBER OF INDIVIDUALS
SELECTING ADR
- 2 a. NUMBER OF INDIVIDUALS
DIRECTLY SELECTING ADR
- 0 b. NUMBER OF INDIVIDUALS
SELECTING ADR DURING COUNSELING

COUNSELING

- 39 2. TOTAL NUMBER OF INDIVIDUALS COUNSELED
- 28 a. NUMBER OF INDIVIDUALS
COUNSELED WITHIN 30 DAYS
- 11 b. NUMBER OF INDIVIDUALS
COUNSELED WITHIN 90 DAYS
- 0 c. NUMBER OF INDIVIDUALS
COUNSELED BEYOND 90 DAYS
- 0 d. NUMBER OF INDIVIDUALS COUNSELED
BECAUSE OF REMAND

3. SETTLEMENTS WITH BENEFITS

NUMBER	AMOUNT
0	0.00
0	0.00 COMPENSATORY DAMAGES
0	0.00 BACKPAY/FRONTPAY
0	0.00 LUMP SUM
0	0.00 ATTORNEY'S FEES
0	0.00 OTHER (Please specify below)

- 7 4. SETTLEMENTS WITH NO BENEFITS

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)		
	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	8757	
a. CAREER EMPLOYEES	8687	99.20
2. COUNSELORS	78	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	78	100.00
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	15	19.23
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	55	70.51
3. INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	0	0.00
4. COUNSELORS/INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED COUNSELORS/INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS/INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	0	0.00
5. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?		N
IF NO, WHO DOES THE EEO DIRECTOR REPORT TO PERSON:	JEAN MATHIS	
TITLE:	ASST.ADMINISTRATOR, HUMAN RESOURCES DIV.	

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PART IV. (A) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	RACE AND COLOR					
	NATIVE	ASIAN	BLACK	WHITE	RELIGION	REPRISAL
APPOINTMENT/HIRE	0	0	4	0	0	0
ASSIGNMENT OF DUTIES	0	0	0	0	0	1
AWARDS	0	0	1	0	0	1
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0	0	0
b. REPRIMAND	0	0	0	0	0	0
c. SUSPENSION	0	0	0	0	0	0
d. REMOVAL	0	0	0	0	0	0
e. OTHER	0	0	0	0	0	0
DUTY HOURS	0	0	0	0	0	0
EVALUATION/APPRaisal	0	0	2	0	0	3
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	0	0	3	2	0	1
b. SEXUAL						2
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY INCLUDING OVERTIME	0	0	0	0	0	0
PROMOTION/NON-SELECTION	0	0	5	0	0	14
REASSIGNMENT						
a. DENIED	0	0	0	0	0	0
b. DIRECTED	0	0	1	1	0	1
REASONABLE ACCOMODATION					0	0
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	0	0	2	3	0	6
TIME AND ATTENDANCE	0	0	0	0	0	0
TRAINING	0	0	0	0	0	0
OTHER (Please specify below)						
a. PERF.IMP.PLAN (PIP)	0	0	1	1	0	1
b. BENEFITS	0	0	0	0	0	0
c. ERRONEOUS INFORMATION	0	0	1	0	0	1
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	0	0	20	7	0	31
TOTAL COMPLAINTS FILED BY BASES	0	0	20	3	0	26
TOTAL COMPLAINANTS BY BASES	0	0	17	3	0	14

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PART IV. (B) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	SEX		NATIONAL ORIGIN		EQUAL PAY ACT	
	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE
APPOINTMENT/HIRE	0	0	0	1		
ASSIGNMENT OF DUTIES	0	1	0	0		
AWARDS	1	0	0	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0		
b. REPRIMAND	0	0	0	0		
c. SUSPENSION	0	0	0	0		
d. REMOVAL	0	0	0	0		
e. OTHER	0	0	0	0		
DUTY HOURS	0	0	0	0		
EVALUATION/APPRaisal	0	1	0	0		
EXAMINATION/TEST	0	0	0	0		
HARRASSMENT						
a. NON-SEXUAL	0	1	4	0		
b. SEXUAL	0	2				
MEDICAL EXAMINATION	0	0	0	0		
PAY INCLUDING OVERTIME	0	0	0	0	0	0
PROMOTION/NON-SELECTION	2	0	9	0		
REASSIGNMENT						
a. DENIED	0	0	0	0		
b. DIRECTED	1	0	0	0		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	0	0	0		
RETIREMENT	0	0	0	0		
TERMINATION	0	0	0	0		
TERMS/CONDITIONS OF EMPLOYMENT	2	1	2	0		
TIME AND ATTENDANCE	0	0	0	0		
TRAINING	0	0	0	0		
OTHER (Please specify below)						
a. PERF.IMP.PLAN (PIP)	0	0	0	0		
b. BENEFITS	0	0	3	0		
c. ERRONEOUS INFORMATION	0	0	0	0		
d.	0	0	0	0		
TOTAL ISSUES BY BASES	6	6	18	1	0	0
TOTAL COMPLAINTS FILED BY BASES	6	6	18	1	0	0
TOTAL COMPLAINANTS BY BASES	2	6	12	1	0	0

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 PART IV. (C) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	AGE	DISABILITY		TOTAL BASES BY ISS	TOTAL COMPL- AINTS BY ISS	TOTAL COMPL- AINANTS BY ISS
		MENTAL	PHYSICAL			
APPOINTMENT/HIRE	0	0	0	5	5	4
ASSIGNMENT OF DUTIES	0	0	0	2	1	1
AWARDS	0	0	0	3	1	1
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0	0	0
b. REPRIMAND	0	0	0	0	0	0
c. SUSPENSION	0	0	0	0	0	0
d. REMOVAL	0	0	0	0	0	0
e. OTHER	0	0	0	0	0	0
DUTY HOURS	0	0	0	6	6	5
EVALUATION/APPRaisal	0	0	0	0	0	0
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	1	1	1	14	9	9
b. SEXUAL				4	4	2
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY INCLUDING OVERTIME	0	0	0	0	0	0
PROMOTION/NON-SELECTION	2	0	1	33	14	14
REASSIGNMENT						
a. DENIED	0	0	0	0	0	0
b. DIRECTED	0	0	0	4	2	2
REASONABLE ACCOMODATION						
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	4	0	3	23	23	16
TIME AND ATTENDANCE	0	0	0	0	0	0
TRAINING	0	0	0	0	0	0
OTHER (Please specify below)						
a. PERF.IMP.PLAN (PIP)	1	1	1	6	2	2
b. BENEFITS	0	0	0	3	3	2
c. ERRONEOUS INFORMATION	0	0	0	2	1	1
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	8	2	6			
TOTAL COMPLAINTS FILED BY BASES	8	2	6			
TOTAL COMPLAINANTS BY BASES	8	2	5			

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PART VI. SUMMARY OF CLOSURES BY AGENCY
 (OCTOBER 1 - NOVEMBER 8, 1999)

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	7	9965	1423.57
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	0	0	0.00
2. WITHDRAWALS	1	2621	2621.00
3. SETTLEMENTS	0	0	0.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	6	7344	1224.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	6	7344	1224.00
C. TYPES OF FINAL AGENCY DECISIONS	6	7344	1224.00
1. FINAL AGENCY DECISION WITHOUT HEARING	4	5411	1352.75
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	4	5411	1352.75
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	2	1933	966.50
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	0	0	0.00
1. ACCEPTED BY AGENCY DECISION	0	0	0.00
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00
(b) AGENCY ACTION ON RECOMMENDED DECISIONS FINDING NO DISCRIMINATION	2	1933	966.50
1. ACCEPTED AS AGENCY DECISION	2	1933	966.50
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00

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PART VI-SUPP. SUMMARY OF CLOSURES BY AGENCY
 (Report Data for November 9, 1999 Through September 30, 2000)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. NUMBER OF CLOSURES BY CATEGORY	69	56827	823.58
1. WITHDRAWALS	8	4508	563.50
2. SETTLEMENTS	8	6812	851.50
3. FINAL AGENCY DECISIONS	53	45507	858.62
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	41	33566	818.68
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	31	27304	880.77
3. DISMISSAL OF COMPLAINTS	10	6262	626.20
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	12	11941	995.08
1. AJ DECISION FULLY IMPLEMENTED	12	11941	995.08
(A) FINDING DISCRIMINATION	0	0	0.00
(B) FINDING NO DISCRIMINATION	12	11941	995.08
2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
(A) FINDING DISCRIMINATION	0	0	0.00
1. AGENCY DISAGREED WITH FINDING BUT AGREED WITH REMEDY	0	0	0.00
2. AGENCY AGREED WITH FINDING BUT DISAGREED WITH REMEDY	0	0	0.00
3. AGENCY DISAGREED WITH 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

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION	8
B. AMOUNT OF MONETARY BENEFITS AWARDED	16400.00
1. BACK PAY/FRONT PAY	0.00
2. LUMP SUM PAYMENT	16400.00
C. COMPENSATORY DAMAGES	0.00
D. ATTORNEY'S FEES AND COSTS AWARDED	23250.00

	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
E. TYPES OF CORRECTIVE ACTIONS		
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	1	0
a. RESCINDED	0	0
b. MODIFIED	1	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. OTHER (SPECIFY BELOW)	6	0
ANNUAL/SICK LEAVE, TRAINING, AWARD	1	1
Future Award	1	

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PART VIII. SUMMARY OF OPEN INVENTORY PENDING END OF
 REPORTING PERIOD

	TOTAL NUMBER PENDING	TOTAL NUMBER OF DAYS	AVERAGE OF DAYS	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY AT THE END OF REPORTING PERIOD	105	56729	540.3	23	13	69
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	9	702	78.0	9	0	0
b. INVESTIGATION	35	9925	283.6	14	8	13
c. HEARINGS	42	35092	835.5	0	3	39
d. FINAL DECISION BY THE AGENCY	19	11010	579.5	0	2	17

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PART VIII - SUPP - STATUS OF OPEN INVENTORY
(Including Information on Consolidation of Cases)

	NUMBER
1. Pending inventory as of October 1, 1999	130
2. Complaints filed in FY 2000	51
3. Add line 1 and line 2	181
4. Total complaints in line 3 that were NOT consolidated	170
5. Total complaints from line 4 that were closed this reporting period	76
6. Total complaints in line 3 that WERE consolidated	11
7. Total complaints from line 6 that were closed this reporting period	0
8. Number of joint processing units* from consolidation of complaints	5
9. Pending inventory as of September 30, 2000	105

*Joint processing units are the resulting number of 'units' of multiple complaints from line 6 that will be processed together, in accordance with 29 CFR 1614 regulations

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PART IX. SUMMARY OF ACTIVITY FOR COMPLETED INVESTIGATIONS

	TOTAL NUMBER	TOTAL NUMBER OF DAYS	AVERAGE NUMBER OF DAYS
1. NUMBER OF INVESTIGATIONS COMPLETED THIS REPORTING PERIOD	34	10221	300.6
a. NUMBER COMPLETED BY AGENCY PERSONNEL	0	0	0.0
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	34	10221	300.6
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	5	547	109.4
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	8	2893	361.6
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	21	6781	322.9
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			123319.02
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			0.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			123319.02

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COMMENTS

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 of October 1, 1999 through September 30, 2000 is accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL

BARBARA A. LEWIS, EEO OFFICER *Barbara A. Lewis 11/15/2000*

TYPED NAME AND TITLE OF PREPARER

LEONARDINE COFFMAN, EEO SPECIALIST

DATE 11-15-2000

TELEPHONE NUMBER 202-307-8888

EMAIL ADDRESS

This Report is due on or before the 31st October to:

Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, N.W.
Washington, D.C. 20507

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ADR ACTIVITIES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	2	2		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
TOTAL	2	2		
TYPES OF ADR TECHNIQUES				
1. MEDIATION	2	2	45	22.50
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. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below)	0	0	0	0.00
TOTAL	2	2	45	22.50

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ADR ACTIVITIES
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		0	0	0	0.00
2. SETTLEMENTS WITH NO BENEFITS		2	2	45	22.50
3. NOT RESOLVED		0	0	0	0.00
4. OTHER (Please specify below)		0	0	0	0.00
TOTAL			2	45	22.50
BENEFITS					
1. MONETARY RELIEF	0.00	0	0	0	0.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	0.00	0	0		
C. LUMP SUM	0.00	0	0		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		0	0	0	0.00
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/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below)		0	0		

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ADR ACTIVITIES

PART III. PRE-COMPLAINT ADR PROGRAM

BEFORE JAN 1, 2000
AFTER JAN 1, 2000
X NO PROGRAM

PART IV. POST-COMPLAINT ADR PROGRAM

BEFORE JAN 1, 2000
AFTER JAN 1, 2000
X NO PROGRAM

PART V. EMPLOYEE RIGHTS

ARE EMPLOYEES REQUIRED TO WAIVE THEIR RIGHTS UNDER 29 CFR 1614? N Y/N
IF THE RESPONSE IS YES, PLEASE SPECIFY BELOW THE RIGHTS THAT ARE WAIVED:

PART VI. BASIC ORIENTATION TRAINING

	TOTAL NUMBER	NUMBER TRAINED
1. MANAGERS	1310	0
2. EMPLOYEES	7447 8757	0

PART VII. WORKFORCE

	TOTAL WORKFORCE	NUMBER THAT CAN PARTICIPATE
1. WORKFORCE THAT CAN PARTICIPATE IN ADR PROGRAM	8757	8757

PART VIII. RESOURCES

	NUMBER
1. FULL TIME	1
2. PART TIME	0
3. COLLATERAL DUTY	0