

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

AGENCY OR DEPARTMENT:
FEDERAL BUREAU OF INVESTIGATION

RCS NUMBER 0288-EEO-AN
REPORTING PERIOD: FY 1999

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PART I. SUMMARY OF PRE-COMPLAINT
COUNSELING ACTIVITIES

TOTAL
NUMBER

233	1. TOTAL NUMBER OF INDIVIDUALS COUNSELED THIS REPORTING PERIOD
200	a. NUMBER COUNSELED WITHIN 30 DAYS
33	b. NUMBER COUNSELED WITHIN 60 DAYS EXTENSION
0	c. NUMBER COUNSELED THROUGH AGENCY DISPUTE RESOLUTION PROCEDURE (DRP)
0	d. NUMBER COUNSELED ON REMAND (LIKE AND RELATED ISSUES OR OTHER REASONS)

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PART II. SUMMARY OF FORMAL
COMPLAINT ACTIVITIES

TOTAL
NUMBER

- 336 1. COMPLAINTS ON HAND AT THE END OF
PRIOR REPORTING PERIOD.
- 334 2. COMPLAINTS ON HAND AT THE BEGINNING
OF REPORTING PERIOD (ITEMS 1 AND 2
SHOULD BE THE SAME. IF NOT, PLEASE
EXPLAIN IN COMMENTS).
- 165 3. COMPLAINTS FILED THIS REPORTING PERIOD.
- 4 4. REMANDS
(COUNSELING, LIKE AND RELATED ISSUES;
FROM APPEALS; AND OTHER(S))
- 103 5. FORMAL COMPLAINTS CLOSED THIS
REPORTING PERIOD.
- 400 6. FORMAL COMPLAINTS OPEN AT THE END OF
THIS REPORTING PERIOD.
- 123 7. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE AND EEO PROGRAM)

	NUMBER	PERCENT (%)
1. AGENCY WORKFORCE	28471	
a. NUMBER OF CAREER EMPLOYEES	28471	100.00
2. NUMBER OF EEO COUNSELORS	408	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	408	100.00
3. NUMBER OF INVESTIGATORS	175	
a. FULL-TIME	7	4.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	168	96.00
4. NUMBER OF COUNSELORS/ INVESTIGATORS	5	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	5	100.00

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PART IV. (A) SUMMARY OF BASES AND ISSUES IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

ISSUE(S) OF ALLEGED DISCRIMINATION	RACE AND COLOR				RELIGION	SEX	
	BLACK	WHITE	NATIVE	ASIAN		MALE	FEMALE
APPOINTMENT/HIRE	4	1	2	0	0	2	2
ASSIGNMENT OF DUTIES	3	1	0	2	0	1	5
AWARDS	5	0	0	0	0	0	1
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	0	0	0	0	0	0
b. REPRIMAND	0	0	0	0	1	0	0
c. SUSPENSION	1	0	0	0	0	0	1
d. TERMINATION	2	2	0	0	0	2	1
e. OTHER	1	0	0	0	1	0	2
DUTY HOURS	1	0	0	0	0	1	0
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	0	0	0	0
EVALUATION/APPRaisal	2	0	0	2	0	2	7
HARRASSMENT							
a. NON-SEXUAL	7	1	0	1	0	0	18
b. SEXUAL						1	3
PAY INCLUDING OVERTIME	0	0	0	0	0	0	1
PROMOTION/NON-SELECTION	15	5	0	1	0	0	14
REASSIGNMENT							
a. REQUEST DENIED	1	0	0	0	0	0	1
b. DIRECTED	1	0	0	0	0	1	0
REINSTATEMENT	0	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0	0
TIME AND ATTENDANCE	1	0	0	0	0	0	0
TRAINING	0	1	0	0	0	0	0
TERMS OF EMPLOYMENT	0	0	0	2	0	1	1
REASONABLE ACCOMODATION					1		
OTHER	7	0	0	12	1	1	9
TOTAL	51	11	2	20	4	12	66

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PART IV. (B) SUMMARY OF BASES AND ISSUES IN COMPLAINTS FILED

BASES OF ALLEGED DISCRIMINATION

ISSUE(S) OF ALLEGED DISCRIMINATION	NATIONAL HISPANIC	ORIGIN OTHER	AGE	HANDICAP		REPRISAL	TOTAL
				PHYSICAL	MENTAL		
APPOINTMENT/HIRE	1	3	2	6	0	1	24
ASSIGNMENT OF DUTIES	0	4	4	6	2	10	38
AWARDS	0	0	1	1	0	5	13
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	0	2	0	0	9	11
b. REPRIMAND	2	0	1	0	0	1	5
c. SUSPENSION	1	0	0	0	0	2	5
d. TERMINATION	7	1	7	0	1	9	32
e. OTHER	1	0	1	0	0	5	11
DUTY HOURS	0	0	0	0	0	1	3
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	0	0	1	1
EVALUATION/APPRaisal	1	2	2	3	2	29	52
HARRASSMENT							
a. NON-SEXUAL	0	4	3	3	0	31	68
b. SEXUAL						0	4
PAY INCLUDING OVERTIME	0	0	0	0	0	1	2
PROMOTION/NON-SELECTION	0	3	14	2	4	24	82
REASSIGNMENT							
a. REQUEST DENIED	0	0	0	0	0	1	3
b. DIRECTED	0	0	0	0	0	1	3
REINSTATEMENT	0	0	0	0	0	0	0
RETIREMENT	0	1	1	1	1	1	5
TIME AND ATTENDANCE	0	0	0	0	0	0	1
TRAINING	2	1	4	1	4	3	16
TERMS OF EMPLOYMENT	0	3	1	2	2	5	17
REASONABLE ACCOMODATION				1	0	1	3
OTHER	1	13	11	15	8	41	119
TOTAL	16	35	54	41	24	182	518

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

TOTAL BY STATUTES	122
1. TITLE VII	87
2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)	18
3. REHABILITATION ACT	17
4. EQUAL PAY ACT (EPA)	0

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PART VI. SUMMARY OF CLOSURES BY AGENCY

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	103	65493	635.85
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	27	8837	327.30
2. WITHDRAWALS	12	7194	599.50
3. SETTLEMENTS	16	7712	482.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	48	41750	869.79
(a) FINDING DISCRIMINATION	1	804	804.00
(b) FINDING NO DISCRIMINATION	47	40946	871.19
C. TYPES OF FINAL AGENCY DECISIONS	48	41750	869.79
1. FINAL AGENCY DECISION WITHOUT HEARING	24	17242	718.42
(a) FINDING DISCRIMINATION	1	804	804.00
(b) FINDING NO DISCRIMINATION	23	16438	714.70
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	24	24508	1021.17
(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	24	24508	1021.17
1. ACCEPTED AS AGENCY DECISION	24	24508	1021.17
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00

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PART VII. SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION UP TO
 AND INCLUDING FINAL DECISION BY THE AGENCY

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION THIS REPORTING PERIOD	17
B. AMOUNT OF BACKPAY AWARDED THIS REPORTING PERIOD	0.00
C. ATTORNEY'S FEES AND COSTS AWARDED	12000.00

	TOTAL NUMBER WITH BACKPAY	TOTAL NUMBER WITHOUT BACKPAY
D. TYPES OF CORRECTIVE ACTIONS	10	16
1. HIRE	0	1
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	1
2. PROMOTION	0	8
a. RETROACTIVE	0	1
b. NON-RETROACTIVE	0	7
3. DISCIPLINARY ACTION	0	1
a. RESCINDED	0	1
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	0	1
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	3
8. OTHER	10	2
E. COMPENSATORY DAMAGES		0.00

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PART VIII. SUMMARY OF OPEN EEO COMPLAINTS INVENTORY PENDING
 AT THE END OF THE FISCAL YEAR

	TOTAL NUMBER OF OPEN COM- PLAINTS PENDING	TOTAL NUMBER OF DAYS	AVERAGE NUMBER OF DAYS PENDING FROM FILING TO END OF FISCAL YEAR	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY, END OF REPORTING PERIOD	400	213215	533.0	74	36	290
2. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE FOR PROCESSING OR DISMISSAL)	99	16721	168.9	62	20	17
b. INVESTIGATION	141	65080	461.6	12	16	113
c. HEARINGS	80	74040	925.5	0	0	80
d. FINAL DECISION BY THE AGENCY	80	57374	717.2	0	0	80

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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	104	45028	433.0
a. NUMBER COMPLETED BY AGENCY PERSONNEL	102	43502	426.5
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	2	1526	763.0
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	2	218	109.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	15	3476	231.7
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	87	41334	475.1
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			627054.54
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			623788.54
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			3266.00

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COMMENTS:

THE CLOSING OF TWO COMPLAINTS WAS NOT KNOWN UNTIL AFTER THE FY1998 FD-462
WAS PREPARED.

TYPED NAME AND TITLE OF PREPARER
BARRY K. WARD, EQUAL EMPLOYMENT SPECIALI

TELEPHONE NUMBER:
(202) 324-2818

DATE PREPARED: 10/13/99

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

Comments:

During Fiscal Year 1999, the FBI paid \$13,000 in compensation other than backpay to one individual to settle seven complaints.