

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 PRISONS

RCS NUMBER 0288-EEO-AN  
REPORTING PERIOD: FY 2000

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

		ADR
11	1.	TOTAL NUMBER OF INDIVIDUALS SELECTING ADR
0	a.	NUMBER OF INDIVIDUALS DIRECTLY SELECTING ADR
11	b.	NUMBER OF INDIVIDUALS SELECTING ADR DURING COUNSELING
		COUNSELING
848	2.	TOTAL NUMBER OF INDIVIDUALS COUNSELED
770	a.	NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS
78	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)
12	4.	SETTLEMENTS WITH NO BENEFITS

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL  
NUMBER

753	1. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD. (This number should be the same as complaints on hand at the end of previous reporting period).
205	2. COMPLAINTS FILED
0	3. REMANDS
196	4. COMPLAINTS CLOSED
762	5. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD.
190	6. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)		
	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	32205	
a. CAREER EMPLOYEES	32079	99.61
2. COUNSELORS	222	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	222	100.00
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	50	22.52
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	91	40.99
3. INVESTIGATORS	61	
a. FULL-TIME	7	11.48
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	54	88.52
d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	23	37.70
e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	7	11.48
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:	YVONNE HINKSON	
TITLE:	ASSOCIATE GENERAL COUNSEL, DCE BRANCH	

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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				RELIGION	REPRISAL
	NATIVE	ASIAN	BLACK	WHITE		
APPOINTMENT/HIRE	0	1	0	0	1	2
ASSIGNMENT OF DUTIES	1	1	3	2	0	6
AWARDS	0	0	3	1	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	2	0	0	3
b. REPRIMAND	0	0	2	1	0	1
c. SUSPENSION	0	2	3	3	0	9
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	1	7	3	0	16
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	2	0	8	3	3	17
b. SEXUAL						4
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY INCLUDING OVERTIME	0	1	1	0	0	0
PROMOTION/NON-SELECTION	1	0	9	2	1	12
REASSIGNMENT						
a. DENIED	0	1	0	2	0	1
b. DIRECTED	0	0	0	0	0	0
REASONABLE ACCOMODATION						4
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	2	2	0	4
TERMS/CONDITIONS OF EMPLOYMENT	0	8	8	4	3	8
TIME AND ATTENDANCE	0	0	3	1	0	7
TRAINING	0	1	1	1	0	1
OTHER (Please specify below)						
a.	0	0	0	0	0	0
b.	0	0	0	0	0	0
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	4	16	52	25	8	95
TOTAL COMPLAINTS FILED BY BASES	4	16	52	25	8	95
TOTAL COMPLAINANTS BY BASES	4	16	48	24	8	87

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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 HISPANIC	ORIGIN OTHER	EQUAL PAY ACT	
	MALE	FEMALE			MALE	FEMALE
APPOINTMENT/HIRE	1	1	0	0		
ASSIGNMENT OF DUTIES	1	6	2	1		
AWARDS	3	1	2	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	0	1	0	0		
b. REPRIMAND	0	0	0	0		
c. SUSPENSION	5	2	2	2		
d. REMOVAL	0	0	0	0		
e. OTHER	0	0	0	0		
DUTY HOURS	0	0	0	0		
EVALUATION/APPRaisal	4	6	3	4		
EXAMINATION/TEST	0	0	0	0		
HARRASSMENT						
a. NON-SEXUAL	3	2	4	3		
b. SEXUAL	4	8				
MEDICAL EXAMINATION	0	0	0	0		
PAY INCLUDING OVERTIME	0	0	1	0	0	0
PROMOTION/NON-SELECTION	8	5	1	2		
REASSIGNMENT						
a. DENIED	0	0	1	0		
b. DIRECTED	0	0	0	0		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	0	0	0		
RETIREMENT	0	0	0	0		
TERMINATION	3	5	1	1		
TERMS/CONDITIONS OF EMPLOYMENT	3	10	3	0		
TIME AND ATTENDANCE	0	2	1	0		
TRAINING	1	1	2	0		
OTHER (Please specify below)						
a.	0	0	0	0		
b.	0	0	0	0		
c.	0	0	0	0		
d.	0	0	0	0		
TOTAL ISSUES BY BASES	36	50	23	13	0	0
TOTAL COMPLAINTS FILED BY BASES	36	50	23	13	0	0
TOTAL COMPLAINANTS BY BASES	34	48	23	13	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	6	3	3
ASSIGNMENT OF DUTIES	2	0	1	26	11	11
AWARDS	1	0	0	11	3	2
CONVERSION TO FULL-TIME DISCIPLINARY ACTION	0	0	0	0	0	0
a. DEMOTION	0	0	0	6	3	3
b. REPRIMAND	0	0	0	4	2	2
c. SUSPENSION	2	0	1	31	16	14
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	1	0	1	46	18	18
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	3	0	2	50	20	20
b. SEXUAL				16	13	13
MEDICAL EXAMINATION	0	0	0	0	0	0
PAY INCLUDING OVERTIME	0	0	0	3	2	2
PROMOTION/NON-SELECTION	12	0	1	54	21	21
REASSIGNMENT						
a. DENIED	0	0	0	5	2	2
b. DIRECTED	0	0	0	0	0	0
REASONABLE ACCOMODATION		7	14	25	19	14
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	1	5	24	10	7
TERMS/CONDITIONS OF EMPLOYMENT	15	0	2	64	48	48
TIME AND ATTENDANCE	0	0	1	15	10	6
TRAINING	0	0	1	9	4	2
OTHER (Please specify below)						
a.	0	0	0	0	0	0
b.	0	0	0	0	0	0
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	36	8	29			
TOTAL COMPLAINTS FILED BY BASES	36	8	29			
TOTAL COMPLAINANTS BY BASES	35	8	26			

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

A. STATUTE

(IF A SINGLE COMPLAINT IS BASED ON MULTIPLE  
STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

176 1. TITLE VII

29 2. AGE DISCRIMINATION IN EMPLOYMENT  
ACT (ADEA)

27 3. REHABILITATION ACT

0 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

232 THIS NUMBER WILL BE LARGER THAN THE TOTAL  
NUMBER OF COMPLAINTS CLOSED

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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	25	20382	815.28
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	7	4192	598.86
2. WITHDRAWALS	2	1098	549.00
3. SETTLEMENTS	2	324	162.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	14	14768	1054.86
(a) FINDING DISCRIMINATION	3	3867	1289.00
(b) FINDING NO DISCRIMINATION	11	10901	991.00
C. TYPES OF FINAL AGENCY DECISIONS	14	14768	1054.86
1. FINAL AGENCY DECISION WITHOUT HEARING	9	9007	1000.78
(a) FINDING DISCRIMINATION	1	1425	1425.00
(b) FINDING NO DISCRIMINATION	8	7582	947.75
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	5	5761	1152.20
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	2	2442	1221.00
1. ACCEPTED BY AGENCY DECISION	2	2442	1221.00
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	3	3319	1106.33
1. ACCEPTED AS AGENCY DECISION	3	3319	1106.33
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	171	149519	874.38
1. WITHDRAWALS	21	10419	496.14
2. SETTLEMENTS	19	14255	750.26
3. FINAL AGENCY DECISIONS	131	124845	953.02
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	107	96219	899.24
1. FINDING DISCRIMINATION	2	2264	1132.00
2. FINDING NO DISCRIMINATION	71	76469	1077.03
3. DISMISSAL OF COMPLAINTS	34	17486	514.29
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	24	28626	1192.75
1. AJ DECISION FULLY IMPLEMENTED	24	28626	1192.75
(A) FINDING DISCRIMINATION	1	1166	1166.00
(B) FINDING NO DISCRIMINATION	23	27460	1193.91
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

21

B. AMOUNT OF MONETARY BENEFITS AWARDED	101000.10
1. BACK PAY/FRONT PAY	101000.10
2. LUMP SUM PAYMENT	0.00
C. COMPENSATORY DAMAGES	19200.00
D. ATTORNEY'S FEES AND COSTS AWARDED	32060.00

E. TYPES OF CORRECTIVE ACTIONS	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	1	0
a. RETROACTIVE	1	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	1	10
a. RESCINDED	1	10
b. MODIFIED	0	0
4. REINSTATEMENT	2	0
5. REASSIGNMENT	1	7
6. PERFORMANCE EVALUATION MODIFIED	0	10
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	1	10
8. OTHER (SPECIFY BELOW)	0	0

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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	762	498440	654.1	73	39	650
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	100	15921	159.2	40	11	49
b. INVESTIGATION	185	59814	323.3	33	28	124
c. HEARINGS	430	382144	888.7	0	0	430
d. FINAL DECISION BY THE AGENCY	47	40561	863.0	0	0	47

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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	753
2. Complaints filed in FY 2000	205
3. Add line 1 and line 2	958
4. Total complaints in line 3 that were NOT consolidated	949
5. Total complaints from line 4 that were closed this reporting period	196
6. Total complaints in line 3 that WERE consolidated	9
7. Total complaints from line 6 that were closed this reporting period	0
8. Number of joint processing units* from consolidation of complaints	4
9. Pending inventory as of September 30, 2000	762

\*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