

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Bureau of Prisons

REPORTING PERIOD: FY 2003

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COUNSELED	1010	886
1. COUNSELED WITHIN 30 DAYS	842	809
2. COUNSELED WITHIN 31 TO 90 DAYS	159	68
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	9	9

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COUNSELED	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
3. COUNSELED BEYOND 90 DAYS	0	0

COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	1010	886
1. COUNSELED WITHIN 30 DAYS	842	809
2. COUNSELED WITHIN 31 TO 90 DAYS	159	68
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	9	9

D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT		
	COUNSELINGS	INDIVIDUALS
TOTAL	712	588
1. EEO COUNSELOR	712	588
2. ADR INTAKE OFFICER	0	0

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	0	0
1. NEW HIRES	0	0
2. PROMOTIONS	0	0
3. REINSTATEMENTS	0	0
4. EXPUNGEMENTS	0	0
5. TRANSFERS	0	0
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0
7. REASONABLE ACCOMMODATIONS	0	0
8. TRAINING	0	0
9. APOLOGY	0	0
10. Resignation Date Change	0	0
11. Counseled Manager	0	0
12.		

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 0.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	0	0	\$ 0.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	8	8
1. NEW HIRES	0	0
2. PROMOTIONS	0	0
3. REINSTATEMENTS	0	0
4. EXPUNGEMENTS	0	0
5. TRANSFERS	1	1
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0
7. REASONABLE ACCOMMODATIONS	1	1
8. TRAINING	1	1
9. APOLOGY	1	1
10. Leave Restored	2	2
11. Re-do Evaluation	1	1
12. ALL OTHER (See comments)	1	1

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PART II FORMAL COMPLAINT ACTIVITIES	
797	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
298	B. COMPLAINTS FILED
4	C. REMANDS
1099	D. TOTAL COMPLAINTS (sum of lines A+B+C)
1056	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
336	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
43	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
43	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
720	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
284	J. INDIVIDUALS FILING COMPLAINTS
17	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE			
A. AGENCY RESOURCES			
		NUMBER	PERCENT
1. WORK FORCE			
	a. TOTAL WORK FORCE	34202	
	b. PERMANENT EMPLOYEES	34076	
2. COUNSELOR			
	a. FULL-TIME	0	0.00
	b. PART-TIME	0	0.00
	c. COLLATERAL DUTY	207	100.00
3. INVESTIGATOR			
	a. FULL-TIME	7	100.00
	b. PART-TIME	0	0.00
	c. COLLATERAL DUTY	0	0.00
4. COUNSELOR/INVESTIGATOR			
	a. FULL-TIME	0	0.00
	b. PART-TIME	0	0.00
	c. COLLATERAL DUTY	0	0.00

B. STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
	48	0	0	2	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
	48	0	0	2	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL						
	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
	159	0	7	71	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
	120	0	0	71	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
	0	0	7	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL						
	39	0	0	0	0	0

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: Yvonne Hinkson		
TITLE: Assoc. General Counsel, OGC/DCE		

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PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE
	RACE				COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY				
	AMER. INDIAN/ ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL			
A. APPOINTMENT/HIRE	0	0	1	0	0	0	0	0	0	0	0			3	0	0	4	3	3
B. ASSIGNMENT OF DUTIES	0	0	7	2	0	2	15	5	7	3	2			3	0	3	49	30	30
C. AWARDS	0	0	2	1	0	0	4	2	0	3	0			2	1	1	16	7	7
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	9	6	0	1	14	6	11	10	2			7	4	3	73	32	32
1. DEMOTION	0	0	0	0	0	0	3	0	1	1	0			3	3	0	11	3	3
2. REPRIMAND	0	0	1	1	0	0	4	0	2	2	2			1	0	0	13	5	5
3. SUSPENSION	0	0	4	2	0	0	3	3	3	3	0			1	0	0	19	11	11
4. REMOVAL	0	0	4	3	0	1	4	3	5	4	0			2	1	3	30	13	13
5. Letter of Instruction	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
6. Polygraph	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
7. Search and Seizure	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
F. DUTY HOURS	0	0	1	1	0	1	8	3	1	2	0			3	0	2	22	9	9
G. EVALUATION/APPRaisal	0	0	17	5	0	4	28	11	10	4	1			10	2	3	95	42	42
H. EXAMINATION/TEST	0	0	0	1	0	1	0	0	0	0	0			0	0	0	2	1	1
I. HARASSMENT	2	0	20	17	0	5	71	18	38	6	7			14	10	14	222	113	112
1. NON-SEXUAL	2	0	20	17	0	5	59	17	23	6	7			14	10	14	194	94	93
2. SEXUAL							12	1	15								28	19	19
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	1	0	0	0	1	0	1	0	0	1	1	2	0	0	7	2	2
L. PROMOTION/NON-SELECTION	0	0	17	19	0	4	23	9	9	3	4			18	0	2	108	61	60
M. REASSIGNMENT	0	0	3	2	0	0	3	1	2	1	1			3	0	0	16	7	7
1. DENIED	0	0	0	1	0	0	1	1	0	0	0			1	0	0	4	1	1
2. DIRECTED	0	0	3	1	0	0	2	0	2	1	1			2	0	0	12	6	6
N. REASONABLE ACCOMMODATION						2	3								3	4	12	8	8
O. REINSTATEMENT	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	2	0	8	0	0	0	15	2	6	1	2			3	1	2	42	18	18
S. TIME AND ATTENDANCE	1	0	4	2	0	2	3	3	1	1	2			3	1	2	25	13	13
T. TRAINING	0	0	5	2	0	1	9	4	2	1	1			3	0	0	28	14	14
U. OTHER (Please specify below)																			
1. IA/OIG Investigation	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. Disparate Treatment	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
3. EAP Referral	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
4.																			
5.																			
TOTAL ISSUES BY BASES	5	0	95	58	0	23	198	64	88	35	22	1	1	74	22	36			
TOTAL COMPLAINTS FILED BY BASES	5	0	95	58	0	23	198	64	88	35	22	1	1	74	22	36			
TOTAL COMPLAINANTS BY BASES	5	0	93	58	0	23	194	63	87	35	22	1	1	73	22	35			