

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

AGENCY OR DEPARTMENT:
U.S. DEPARTMENT OF JUSTICE

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

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

		ADR
37	1.	TOTAL NUMBER OF INDIVIDUALS SELECTING ADR
4	a.	NUMBER OF INDIVIDUALS DIRECTLY SELECTING ADR
33	b.	NUMBER OF INDIVIDUALS SELECTING ADR DURING COUNSELING
		COUNSELING
2419	2.	TOTAL NUMBER OF INDIVIDUALS COUNSELED
1692	a.	NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS
594	b.	NUMBER OF INDIVIDUALS COUNSELED WITHIN 90 DAYS
133	c.	NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS
0	d.	NUMBER OF INDIVIDUALS COUNSELED BECAUSE OF REMAND
		3. SETTLEMENTS WITH BENEFITS
NUMBER		AMOUNT
4		46827.27
2		16967.00 COMPENSATORY DAMAGES
2		29860.27 BACKPAY/FRONTPAY
0		0.00 LUMP SUM
0		0.00 ATTORNEY'S FEES
0		0.00 OTHER (Please specify below)
22	4.	SETTLEMENTS WITH NO BENEFITS

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL
NUMBER

- | | | |
|------|----|--|
| 2865 | 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). |
| 983 | 2. | COMPLAINTS FILED |
| 17 | 3. | REMANDS |
| 1017 | 4. | COMPLAINTS CLOSED |
| 2848 | 5. | COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD. |
| 889 | 6. | INDIVIDUALS FILING COMPLAINTS |

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)

	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	126001	
a. CAREER EMPLOYEES	118970	94.42
2. COUNSELORS	958	
a. FULL-TIME	15	1.57
b. PART-TIME	6	0.63
c. COLLATERAL DUTY	937	97.81
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	234	24.43
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	307	32.05
3. INVESTIGATORS	283	
a. FULL-TIME	16	5.65
b. PART-TIME	2	0.71
c. COLLATERAL DUTY	265	93.64
d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	48	16.96
e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	14	4.95
4. COUNSELORS/INVESTIGATORS	22	
a. FULL-TIME	11	50.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	11	50.00
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		
5. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?		N
IF NO, WHO DOES THE EEO DIRECTOR REPORT TO		
PERSON:	STEPHEN R. COLGATE	
TITLE:	ASSISTANT ATTORNEY GENERAL FOR ADMIN.	

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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	1	1	6	1	5	4
ASSIGNMENT OF DUTIES	2	3	34	17	55	63
AWARDS	0	0	8	3	1	7
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	5	2	6	7
b. REPRIMAND	0	0	7	10	13	11
c. SUSPENSION	0	2	12	7	15	21
d. REMOVAL	0	2	16	5	16	9
e. OTHER	1	1	3	2	7	15
DUTY HOURS	0	1	3	3	6	6
EVALUATION/APPRaisal	1	2	31	5	21	53
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	42	34	129	45	9	109
b. SEXUAL						12
MEDICAL EXAMINATION	0	0	0	0	0	3
PAY INCLUDING OVERTIME	0	1	1	2	3	4
PROMOTION/NON-SELECTION	31	0	131	57	6	87
REASSIGNMENT						
a. DENIED	0	1	3	3	2	1
b. DIRECTED	1	0	5	2	3	10
REASONABLE ACCOMODATION					5	10
REINSTATEMENT	0	1	0	0	0	2
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	13	4	2	9
TERMS/CONDITIONS OF EMPLOYMENT	4	10	34	19	62	79
TIME AND ATTENDANCE	3	1	13	2	13	27
TRAINING	1	1	7	3	10	12
OTHER (Please specify below)						
a. SPIN OFF ALEGATION	0	0	0	0	0	5
b. DISPARATE TREATMENT	0	2	1	2	0	3
c. DEA/USMS	0	0	2	2	0	3
d. FBI	0	0	3	0	0	9
TOTAL ISSUES BY BASES	87	63	467	196	260	581
TOTAL COMPLAINTS FILED BY BASES	39	43	411	151	72	462
TOTAL COMPLAINANTS BY BASES	37	38	378	108	43	313

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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	7	7	4	3		
ASSIGNMENT OF DUTIES	25	35	15	7		
AWARDS	4	8	2	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	2	3	1	0		
b. REPRIMAND	1	3	0	1		
c. SUSPENSION	10	7	6	4		
d. REMOVAL	4	11	2	4		
e. OTHER	6	6	3	0		
DUTY HOURS	1	2	1	2		
EVALUATION/APPRaisal	10	24	12	9		
EXAMINATION/TEST	0	0	0	1		
HARRASSMENT						
a. NON-SEXUAL	36	40	27	30		
b. SEXUAL	8	32				
MEDICAL EXAMINATION	1	1	0	0		
PAY INCLUDING OVERTIME	2	3	4	0	2	3
PROMOTION/NON-SELECTION	47	49	33	25		
REASSIGNMENT						
a. DENIED	0	3	1	0		
b. DIRECTED	2	5	3	1		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	1	0	1		
RETIREMENT	0	0	0	0		
TERMINATION	6	14	1	2		
TERMS/CONDITIONS OF EMPLOYMENT	12	54	18	22		
TIME AND ATTENDANCE	4	14	5	2		
TRAINING	7	7	3	5		
OTHER (Please specify below)						
a. SPIN OFF ALEGATION	3	2	0	0		
b. DISPARATE TREATMENT	0	2	0	4		
c. DEA/USMS	0	1	3	0		
d. FBI	1	8	1	0		
TOTAL ISSUES BY BASES	199	342	145	123	2	3
TOTAL COMPLAINTS FILED BY BASES	182	260	139	59	2	3
TOTAL COMPLAINANTS BY BASES	176	228	132	51	2	3

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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	6	1	2	48	21	20
ASSIGNMENT OF DUTIES	25	1	4	286	89	64
AWARDS	8	0	0	41	16	14
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	5	0	0	31	12	11
b. REPRIMAND	8	2	3	59	19	14
c. SUSPENSION	9	1	5	99	38	29
d. REMOVAL	7	3	5	84	28	27
e. OTHER	6	2	3	55	23	22
DUTY HOURS	6	0	1	32	9	8
EVALUATION/APPRaisal	20	2	9	199	77	69
EXAMINATION/TEST	0	1	0	2	1	1
HARRASSMENT						
a. NON-SEXUAL	28	6	20	555	191	126
b. SEXUAL				52	43	41
MEDICAL EXAMINATION	0	0	0	5	3	3
PAY INCLUDING OVERTIME	1	0	1	27	11	11
PROMOTION/NON-SELECTION	91	7	23	587	205	196
REASSIGNMENT						
a. DENIED	2	1	1	18	7	7
b. DIRECTED	7	1	2	42	20	20
REASONABLE ACCOMODATION		11	29	55	35	30
REINSTATEMENT	0	1	1	7	2	2
RETIREMENT	0	0	0	0	0	0
TERMINATION	4	2	8	65	25	22
TERMS/CONDITIONS OF EMPLOYMENT	51	3	13	381	171	137
TIME AND ATTENDANCE	12	2	8	106	38	30
TRAINING	9	1	1	67	24	20
OTHER (Please specify below)						
a. SPIN OFF ALEGATION	2	0	0	12	9	7
b. DISPARATE TREATMENT	0	2	2	18	6	4
c. DEA/USMS	1	1	1	14	8	7
d. FBI	0	0	1	23	0	0
TOTAL ISSUES BY BASES	308	51	143			
TOTAL COMPLAINTS FILED BY BASES	251	43	118			
TOTAL COMPLAINANTS BY BASES	223	38	106			

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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.)

902 1. TITLE VII

168 2. AGE DISCRIMINATION IN EMPLOYMENT
ACT (ADEA)

168 3. REHABILITATION ACT

2 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

1240 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	129	95119	737.36
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	30	12562	418.73
2. WITHDRAWALS	9	5770	641.11
3. SETTLEMENTS	8	3564	445.50
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	82	73223	892.96
(a) FINDING DISCRIMINATION	18	17239	957.72
(b) FINDING NO DISCRIMINATION	64	55984	874.75
C. TYPES OF FINAL AGENCY DECISIONS	82	73223	892.96
1. FINAL AGENCY DECISION WITHOUT HEARING	49	42861	874.71
(a) FINDING DISCRIMINATION	1	1425	1425.00
(b) FINDING NO DISCRIMINATION	48	41436	863.25
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	33	30362	920.06
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	17	15814	930.24
1. ACCEPTED BY AGENCY DECISION	17	15814	930.24
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	16	14548	909.25
1. ACCEPTED AS AGENCY DECISION	16	14548	909.25
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	888	588992	663.28
1. WITHDRAWALS	82	47362	577.59
2. SETTLEMENTS	102	72229	708.13
3. FINAL AGENCY DECISIONS	704	469401	666.76
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	573	341365	595.75
1. FINDING DISCRIMINATION	10	10440	1044.00
2. FINDING NO DISCRIMINATION	346	220106	636.14
3. DISMISSAL OF COMPLAINTS	217	110819	510.69
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	131	128036	977.37
1. AJ DECISION FULLY IMPLEMENTED	118	114918	973.88
(A) FINDING DISCRIMINATION	2	1972	986.00
(B) FINDING NO DISCRIMINATION	116	112946	973.67
2. AJ DECISION NOT FULLY IMPLEMENTED	13	13118	1009.08
(A) FINDING DISCRIMINATION	1	556	556.00
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	1	556	556.00
(B) FINDING NO DISCRIMINATION	12	12562	1046.83
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 140

B. AMOUNT OF MONETARY BENEFITS AWARDED 716126.12
 1. BACK PAY/FRONT PAY 519226.12
 2. LUMP SUM PAYMENT 196900.00

C. COMPENSATORY DAMAGES 516316.00

D. ATTORNEY'S FEES AND COSTS AWARDED 435864.68

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	7	12
a. RETROACTIVE	7	5
b. NON-RETROACTIVE	0	7
3. DISCIPLINARY ACTION	5	11
a. RESCINDED	4	11
b. MODIFIED	1	0
4. REINSTATEMENT	4	20
5. REASSIGNMENT	2	16
6. PERFORMANCE EVALUATION MODIFIED	0	15
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	5	17
8. OTHER (SPECIFY BELOW) SEE ATTACHMENT.	17	46

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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	2848	1319731	463.4	441	254	2153
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	384	67332	175.3	220	37	127
b. INVESTIGATION	663	248054	374.1	203	97	363
c. HEARINGS	1342	595827	444.0	16	79	1247
d. FINAL DECISION BY THE AGENCY	459	408518	890.0	2	41	416

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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	2865
2. Complaints filed in FY 2000	1000
3. Add line 1 and line 2	3865
4. Total complaints in line 3 that were NOT consolidated	3651
5. Total complaints from line 4 that were closed this reporting period	947
6. Total complaints in line 3 that WERE consolidated	214
7. Total complaints from line 6 that were closed this reporting period	70
8. Number of joint processing units* from consolidation of complaints	70
9. Pending inventory as of September 30, 2000	2848

*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	907	361571	398.6
a. NUMBER COMPLETED BY AGENCY PERSONNEL	310	141954	457.9
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	597	219617	367.9
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	140	19411	138.7
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	187	41798	223.5
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	580	300362	517.9
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			3154652.88
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			1513232.61
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			1641420.27