

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

AGENCY OR DEPARTMENT:  
DEPARTMENT OF JUSTICE/U.S. MARSHALS

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

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PART I. SUMMARY OF PRE-COMPLAINT  
COUNSELING ACTIVITIES

TOTAL  
NUMBER

- |    |    |   |
|----|----|---|
| 76 | 1. | TOTAL NUMBER OF INDIVIDUALS<br>COUNSELED THIS REPORTING PERIOD              |
| 44 | a. | NUMBER COUNSELED WITHIN 30<br>DAYS  |
| 29 | b. | NUMBER COUNSELED WITHIN 60<br>DAYS EXTENSION                                |
| 3  | c. | NUMBER COUNSELED THROUGH<br>AGENCY DISPUTE RESOLUTION<br>PROCEDURE (DRP)    |
| 0  | d. | NUMBER COUNSELED ON REMAND<br>(LIKE AND RELATED ISSUES OR<br>OTHER REASONS) |

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PART II. SUMMARY OF FORMAL  
COMPLAINT ACTIVITIES

TOTAL  
NUMBER

- 102 1. COMPLAINTS ON HAND AT THE END OF  
PRIOR REPORTING PERIOD.
- 127 2. COMPLAINTS ON HAND AT THE BEGINNING  
OF REPORTING PERIOD (ITEMS 1 AND 2  
SHOULD BE THE SAME. IF NOT, PLEASE  
EXPLAIN IN COMMENTS).
- 44 3. COMPLAINTS FILED THIS REPORTING PERIOD.
- 0 4. REMANDS  
(COUNSELING, LIKE AND RELATED ISSUES;  
FROM APPEALS; AND OTHER(S))
- 37 5. FORMAL COMPLAINTS CLOSED THIS  
REPORTING PERIOD.
- 134 6. FORMAL COMPLAINTS OPEN AT THE END OF  
THIS REPORTING PERIOD.
- 31 7. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE AND EEO PROGRAM)

	NUMBER	PERCENT (%)
1. AGENCY WORKFORCE	4006	
a. NUMBER OF CAREER EMPLOYEES	4006	100.00
2. NUMBER OF EEO COUNSELORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
3. NUMBER OF INVESTIGATORS	3	
a. FULL-TIME	3	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
4. NUMBER OF COUNSELORS/ INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00

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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	0	0	0	0	0	0	1
ASSIGNMENT OF DUTIES	3	0	0	0	0	0	1
AWARDS	0	0	0	0	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	1	0	0	0	0	0
b. REPRIMAND	0	0	0	0	0	0	0
c. SUSPENSION	1	0	0	0	0	0	1
d. TERMINATION	0	0	0	0	0	0	0
e. OTHER	2	2	0	0	1	0	2
DUTY HOURS	0	0	0	0	0	0	0
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	0	0	0	0
EVALUATION/APPRaisal	0	0	0	0	0	1	0
HARRASSMENT							
a. NON-SEXUAL	5	0	0	0	0	2	4
b. SEXUAL						0	3
PAY INCLUDING OVERTIME	1	0	0	0	0	0	3
PROMOTION/NON-SELECTION	1	0	0	0	0	0	1
REASSIGNMENT							
a. REQUEST DENIED	2	1	0	0	1	2	0
b. DIRECTED	0	0	0	0	0	1	2
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	1
TRAINING	1	0	0	0	0	1	1
TERMS OF EMPLOYMENT	1	0	0	0	0	1	0
REASONABLE ACCOMODATION					0		
OTHER	1	0	0	0	2	2	1
TOTAL	19	4	0	0	4	10	21

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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	0	1	0	1	0	0	3
ASSIGNMENT OF DUTIES	0	0	3	0	0	5	12
AWARDS	0	0	0	0	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0	0
DISCIPLINARY ACTION							
a. DEMOTION	0	0	0	0	0	0	1
b. REPRIMAND	0	0	0	0	0	0	0
c. SUSPENSION	0	0	1	0	0	1	4
d. TERMINATION	0	0	0	0	0	0	0
e. OTHER	0	0	2	0	0	2	11
DUTY HOURS	0	0	0	0	0	0	0
EQUAL PAY VIOLATION						0	0
EXAMINATION/TEST	0	0	0	0	0	0	0
EVALUATION/APPRaisal	0	1	1	0	0	1	4
HARRASSMENT							
a. NON-SEXUAL	0	1	3	0	0	7	22
b. SEXUAL						0	3
PAY INCLUDING OVERTIME	0	0	1	0	0	1	6
PROMOTION/NON-SELECTION	1	1	1	0	0	2	7
REASSIGNMENT							
a. REQUEST DENIED	0	0	4	0	0	5	15
b. DIRECTED	0	1	0	0	0	4	8
REINSTATEMENT	0	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0	0
TIME AND ATTENDANCE	0	0	2	0	0	1	5
TRAINING	0	0	1	0	0	1	5
TERMS OF EMPLOYMENT	0	0	1	0	0	0	3
REASONABLE ACCOMODATION				0	0	0	0
OTHER	0	0	3	0	0	7	16
TOTAL	1	5	23	1	0	37	125

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

TOTAL BY STATUTES	47
1. TITLE VII	36
2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)	8
3. REHABILITATION ACT	3
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	37	22611	611.11
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	16	9350	584.38
2. WITHDRAWALS	2	660	330.00
3. SETTLEMENTS	9	5699	633.22
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	10	6902	690.20
(a) FINDING DISCRIMINATION	2	1912	956.00
(b) FINDING NO DISCRIMINATION	8	4990	623.75
C. TYPES OF FINAL AGENCY DECISIONS	10	6902	690.20
1. FINAL AGENCY DECISION WITHOUT HEARING	5	5316	1063.20
(a) FINDING DISCRIMINATION	1	1562	1562.00
(b) FINDING NO DISCRIMINATION	4	3754	938.50
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	5	1586	317.20
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	1	350	350.00
1. ACCEPTED BY AGENCY DECISION	1	350	350.00
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	4	1236	309.00
1. ACCEPTED AS AGENCY DECISION	4	1236	309.00
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 6

B. AMOUNT OF BACKPAY AWARDED THIS REPORTING PERIOD 3145.23

C. ATTORNEY'S FEES AND COSTS AWARDED 3000.00

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

E. COMPENSATORY DAMAGES 30000.00

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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	134	86050	642.2	19	3	112
2. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE FOR PROCESSING OR DISMISSAL)	38	15940	419.5	13	0	25
b. INVESTIGATION	43	36017	837.6	5	3	35
c. HEARINGS	27	19164	709.8	0	0	27
d. FINAL DECISION BY THE AGENCY	26	14929	574.2	1	0	25

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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	36	14113	392.0
a. NUMBER COMPLETED BY AGENCY PERSONNEL	26	11173	429.7
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	10	2940	294.0
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	1	60	60.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	9	2143	238.1
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	26	11910	458.1
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			197718.00
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			197718.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			0.00

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COMMENTS:

PART II.2 NUMBER OF COMPLAINTS ON HAND INCREASED BY 25. THERE WAS A GROUP OF 14 COMPLAINANTS WHO INITIATED A GROUP COMPLAINT WITH ANOTHER DOJ BUREAU IN AUGUST 1998 & WERE NOT COUNTED PRIOR TO 09/30/98. ELEVEN MORE COMPLAINTS WERE NOT ENTERED INTO THE EEOMAS DATABASE DURING THEIR INFORMAL PROCESSING STAGE AND THE DISCREPANCY WAS NOT CORRECTED UNTIL AFTER 10/01/98.

TYPED NAME AND TITLE OF PREPARER  
MARTHA GREEN-MCDONALD, EEO SPECIALIST  
BEVERLY BEASLEY, EEO SPECIALIST  
MARGARET VIOLI, EEO SPECIALIST

TELEPHONE NUMBER:  
202-307-9638

DATE PREPARED: OCTOBER 15, 1999

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