

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR	COUNSELINGS	INDIVIDUALS
	A. TOTAL COUNSELED	1340
1. COUNSELED WITHIN 30 DAYS	657	639
2. COUNSELED WITHIN 31 TO 90 DAYS	493	486
3. COUNSELED BEYOND 90 DAYS	185	180
4. COUNSELED DUE TO REMANDS	4	4

ADR INTAKE OFFICER	COUNSELINGS	INDIVIDUALS
	B. TOTAL COUNSELED	239
1. COUNSELED WITHIN 30 DAYS	92	91
2. COUNSELED WITHIN 31 TO 90 DAYS	113	112
3. COUNSELED BEYOND 90 DAYS	33	32

COMBINED TOTAL	COUNSELINGS	INDIVIDUALS
	C. TOTAL COUNSELED	1579
1. COUNSELED WITHIN 30 DAYS	749	730
2. COUNSELED WITHIN 31 TO 90 DAYS	606	598
3. COUNSELED BEYOND 90 DAYS	218	212
4. COUNSELED DUE TO REMANDS	4	4

D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT	COUNSELINGS	INDIVIDUALS
	TOTAL	642
1. EEO COUNSELOR	503	497
2. ADR INTAKE OFFICER	139	116

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS	COUNSELINGS	INDIVIDUALS	AMOUNT
	TOTAL	9	9
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	3	3	\$ 3077.00
3. LUMP SUM PAYMENT	3	3	\$ 8500.00
4. ATTORNEYS FEES AND COSTS	2	2	\$ 13412.00
5. Performance Awards	2	2	\$ 775.00
6. Miscellaneous Expenses	1	1	\$ 1356.00
7.	0	0	\$ 0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	COUNSELINGS	INDIVIDUALS
	TOTAL	45
1. NEW HIRES	3	3
2. PROMOTIONS	5	5
3. REINSTATEMENTS	0	0
4. EXPUNGEMENTS	4	4
5. TRANSFERS	10	8
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	3	3
7. REASONABLE ACCOMMODATIONS	4	2
8. TRAINING	8	8
9. APOLOGY	1	1
10. Household Goods Shipment	5	5
11. Reassignment/Detail	1	1
12. Nonmonetary Awards/Leave Restored	12	11

G. ADR SETTLEMENTS WITH MONETARY BENEFITS	COUNSELINGS	INDIVIDUALS	AMOUNT
	TOTAL	22	21
1. COMPENSATORY DAMAGES	2	2	\$ 2342.00
2. BACKPAY/FRONTPAY	2	2	\$ 11608.00
3. LUMP SUM PAYMENT	10	10	\$ 14082.00
4. ATTORNEYS FEES AND COSTS	4	4	\$ 9500.00
5. Performance Awards	5	5	\$ 2553.20
6. Miscellaneous Expenses	0	0	\$ 0.00
7.	0	0	\$ 0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	COUNSELINGS	INDIVIDUALS
	TOTAL	142
1. NEW HIRES	5	5
2. PROMOTIONS	8	8
3. REINSTATEMENTS	3	3
4. EXPUNGEMENTS	20	20
5. TRANSFERS	9	9
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	4	4
7. REASONABLE ACCOMMODATIONS	3	3
8. TRAINING	22	21
9. APOLOGY	8	8
10. Modify Perf Evaluation	10	10
11. Reassignment/Detail	14	14
12. Nonmonetary Awards/Leave Restored	39	39

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

PART II FORMAL COMPLAINT ACTIVITIES

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE

931	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
764	B. COMPLAINTS FILED
41	C. REMANDS
1736	D. TOTAL COMPLAINTS (sum of lines A+B+C)
1547	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
753	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
189	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
114	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
869	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
720	J. INDIVIDUALS FILING COMPLAINTS
66	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

A. AGENCY RESOURCES

	NUMBER	PERCENT
1. WORK FORCE		
a. TOTAL WORK FORCE	175081	
b. PERMANENT EMPLOYEES	162300	
2. COUNSELOR		
a. FULL-TIME	30	1.91
b. PART-TIME	26	1.65
c. COLLATERAL DUTY	1517	96.44
3. INVESTIGATOR		
a. FULL-TIME	0	0.00
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	385	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	292	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	60	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	23	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	1253	0	0	0	0	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	905	0	0	0	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	287	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	117	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:

TITLE:

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

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	1	0	6	7	1	1	8	6	10	4	1			11	2	9	67	31	29
B. ASSIGNMENT OF DUTIES	1	0	21	3	5	3	22	8	15	4	2			9	2	10	105	52	44
C. AWARDS	1	0	11	3	1	1	7	1	7	0	1			4	0	3	40	26	20
D. CONVERSION TO FULL TIME	1	1	6	0	0	0	3	1	1	0	0			1	1	0	15	9	9
E. DISCIPLINARY ACTION	1	2	53	18	6	2	47	15	21	9	1			19	11	18	223	126	123
1. DEMOTION	0	0	1	1	0	0	0	0	2	0	0			3	1	0	8	5	5
2. REPRIMAND	0	0	13	2	2	1	10	4	6	3	0			4	0	2	47	28	27
3. SUSPENSION	0	0	18	5	2	0	13	6	3	2	0			5	2	3	59	32	32
4. REMOVAL	0	0	12	6	1	0	6	4	7	3	0			4	5	7	55	24	24
5. Letter of Counseling	1	2	9	4	1	1	18	1	3	1	1			3	3	6	54	37	35
6.	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
7.	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
F. DUTY HOURS	0	3	6	0	1	0	7	3	3	2	3			1	0	6	35	20	19
G. EVALUATION/APPRaisal	1	5	29	2	7	5	37	4	24	4	3			10	4	7	142	76	75
H. EXAMINATION/TEST	0	0	1	0	0	0	1	0	0	0	0			0	0	0	2	1	1
I. HARASSMENT	2	16	67	20	23	16	74	30	121	25	16			38	10	39	497	285	241
1. NON-SEXUAL	2	16	67	20	23	16	70	25	87	25	16			38	10	39	454	246	202
2. SEXUAL							4	5	34								43	39	39
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0			0	0	2	2	2	2
K. PAY INCLUDING OVERTIME	0	0	16	1	2	2	2	3	4	3	0	1	0	2	1	4	41	27	25
L. PROMOTION/NON-SELECTION	3	9	84	11	16	3	35	29	46	21	10			60	1	10	338	211	198
M. REASSIGNMENT	0	0	11	4	3	0	8	3	10	0	1			9	1	4	54	34	34
1. DENIED	0	0	1	0	0	0	1	0	2	0	1			3	0	1	9	6	6
2. DIRECTED	0	0	10	4	3	0	7	3	8	0	0			6	1	3	45	28	28
N. REASONABLE ACCOMMODATION						0	6								6	24	36	27	27
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
P. RETIREMENT	1	0	0	2	0	0	0	0	2	2	0			2	2	3	14	5	5
Q. TERMINATION	1	6	29	4	3	2	24	9	15	6	6			6	9	21	141	85	79
R. TERMS/CONDITIONS OF EMPLOYMENT	1	3	19	6	5	4	25	10	18	2	2			12	5	9	121	68	67
S. TIME AND ATTENDANCE	0	0	9	1	1	1	13	4	9	2	1			4	5	3	53	36	33
T. TRAINING	0	2	21	3	1	1	10	0	14	3	0			7	1	4	67	43	42
U. OTHER (Please specify below)																			
1 Termination/RIF	0	0	1	0	0	0	1	0	2	0	1			2	0	5	12	10	9
2 Hostile Work Environment	1	2	29	11	5	4	42	15	48	12	7			25	5	16	222	135	125
3 Workman's Comp	0	0	1	0	0	0	1	0	0	0	0			0	0	1	3	2	2
4 Nonextension of Tour	0	0	5	1	1	0	1	2	4	1	0			3	0	0	18	15	13
5	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
TOTAL ISSUES BY BASES	15	49	425	97	81	45	374	143	374	100	55	1	0	225	66	198			
TOTAL COMPLAINTS FILED BY BASES	14	39	275	55	51	29	242	93	272	67	43	1	0	177	45	138			
TOTAL COMPLAINANTS BY BASES	14	34	261	53	48	27	225	92	250	61	40	1	0	169	42	121			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

818	1. TITLE VII
121	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
60	3. REHABILITATION ACT
4	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

1003 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	867	319748	368.80
1. WITHDRAWALS	79	15456	195.65
2. SETTLEMENTS	346	92124	266.25
3. FINAL AGENCY DECISIONS (B+C)	442	212168	480.02
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	228	65317	
1. FINDING DISCRIMINATION	1	435	435.00
2. FINDING NO DISCRIMINATION	109	55285	507.20
3. DISMISSAL OF COMPLAINTS	118	9597	81.33
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	214	146851	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	194	137075	
(a) FINDING DISCRIMINATION	14	12800	914.29
(b) FINDING NO DISCRIMINATION	180	124275	690.42
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b)	1	634	
(a) FINDING DISCRIMINATION (i+ii+iii)	1	634	634.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	1	634	634.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	19	9142	481.16

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

**PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	361	
B. CLOSURES WITH MONETARY BENEFITS	151	\$ 1546829.31
1. BACK PAY/FRONT PAY	20	\$ 195199.56
2. LUMP SUM PAYMENT	131	\$ 1367114.75
C. CLOSURES WITH NON-MONETARY BENEFITS	227	
D. CLOSURES WITH COMPENSATORY DAMAGES	30	\$ 1332233.09
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	74	\$ 843968.00
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH MONETARY BENEFITS	NUMBER WITH NON-MONETARY BENEFITS
1. HIRE	8	12
a. RETROACTIVE	0	10
b. NON-RETROACTIVE	8	2
2. PROMOTION	11	12
a. RETROACTIVE	6	4
b. NON-RETROACTIVE	5	8
3. DISCIPLINARY ACTION	12	12
a. RESCINDED	11	8
b. MODIFIED	1	4
4. REINSTATEMENT	0	3
5. REASSIGNMENT	17	26
6. PERFORMANCE EVALUATION MODIFIED	19	33
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	18	25
8. ACCOMMODATION	0	6
9. TRAINING/TUITION/ETC.	32	45
10. LEAVE RESTORED	8	29
11. Misc Mgmt Actions	26	26
12.	0	0
13.	0	0

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	869	302799		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	86	13331	155.01	2093
2. COMPLAINTS PENDING IN INVESTIGATION	403	61018	151.41	1051
3. COMPLAINTS PENDING IN HEARINGS	286	172454	602.99	2994
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	94	55996	595.70	1621

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	362	90929	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	362	90929	251.19
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	85	10531	123.89
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	230	57220	248.78
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	47	23178	493.15
2. COST OF AGENCY INVESTIGATIONS	\$ 503307.62		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 0.00		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	12	12	1040	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	1063	1039		
2. REJECTED BY INDIVIDUAL	768	747		
3. REJECTED BY AGENCY	12	12		
4. TOTAL ACCEPTED INTO ADR	292	287		
C. RESOURCES USED (1+2+3+4+5+6+7)	297	289		
1. INHOUSE	208	206		
2. ANOTHER FEDERAL AGENCY	77	71		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	12	12		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	297	289	11359	38.25
1. MEDIATION	263	257	10569	40.19
2. SETTLEMENT CONFERENCES	4	4	78	19.50
3. EARLY NEUTRAL EVALUATIONS	1	1	1	1.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	19	17	485	25.53
6. OMBUDSMAN	1	1	100	100.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	9	9	126	14.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	281	276	11039	39.28
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	149	147	5948	39.92
b. NO FORMAL COMPLAINT FILED	75	75	2939	39.19
c. NO RESOLUTION	52	49	2149	41.33
d. NO ADR ATTEMPT	5	5	3	0.60
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	23	23	1074	46.70

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY

REPORTING PERIOD: FY 2003

PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	436	406		
2. REJECTED BY COMPLAINANT	224	205		
3. REJECTED BY AGENCY	15	15		
4. TOTAL ACCEPTED INTO ADR	198	188		
C. RESOURCES USED (1+2+3+4+5+6+7)	194	184		
1. INHOUSE	37	32		
2. ANOTHER FEDERAL AGENCY	150	145		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	7	7		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	194	184	10133	52.23
1. MEDIATION	111	107	4755	42.84
2. SETTLEMENT CONFERENCES	47	43	2987	63.55
3. EARLY NEUTRAL EVALUATIONS	0	0	17	0.00
4. FACTFINDING	33	31	2121	64.27
5. FACILITATION	3	3	253	84.33
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	187	177	10270	54.92
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	124	120	8559	69.02
b. WITHDRAWAL FROM EEO PROCESS	3	3	214	71.33
c. NO RESOLUTION	60	54	1497	24.95
d.	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	11	11	370	33.64
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	93	90	\$ 710911.02	
a. COMPENSATORY DAMAGES	7	7	\$ 130020.00	
b. BACKPAY/FRONTPAY	12	12	\$ 53249.52	
c. LUMP SUM	56	56	\$ 393953.90	
d. ATTORNEY'S FEES AND COSTS	24	23	\$ 148339.50	
e.	0	0	\$ 0	
f.	0	0	\$ 0	
g.	0	0	\$ 0	
2. NON-MONETARY (INSERT TOTAL)	86	85		
a. NEW HIRES	0	0		
b. PROMOTIONS	8	9		
c. REINSTATEMENTS	4	4		
d. EXPUNGEMENTS	16	16		
e. TRANSFERS	12	12		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	5	5		
g. REASONABLE ACCOMMODATIONS	6	6		
h. TRAINING	14	15		
i. APOLOGY	4	4		
j. Performance evaluation modified	16	15		
k. Nonmonetary awards/leave restored	11	10		
l. Reassignment/Detail	5	4		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS <small>(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)</small>		
AGENCY OR DEPARTMENT: DEPARTMENT OF THE ARMY		REPORTING PERIOD: FY 2003
PART XII SUMMARY OF ADR PROGRAM ACTIVITIES		
TRAINING AND RESOURCES		
	NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING		
1. MANAGERS	20055	6916
2. EMPLOYEES	154483	43362
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		
	NUMBER	
	209825	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		
	NUMBER	
1. FULL TIME	694	
2. PART TIME	70	
3. COLLATERAL DUTY	29	
	595	
D. ADR FUNDING SPENT		
	AMOUNT	
	\$ 81304.74	
CERTIFICATION AND CONTACT INFORMATION		
<p>I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2002 through September 30, 2003 are accurate and complete.</p>		
<p>TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Luther L Santiful, Director, EEO and Civil Rights</p>		
SIGNATURE OF CERTIFYING OFFICIAL:		
<p>TYPED NAME AND TITLE OF PREPARER: J Pamela Ray, Ms.</p>		
SIGNATURE OF PREPARER:		
<p>DATE: 12/4/2003 TELEPHONE NUMBER: 703-607-2294 E-MAIL: rayjp@hqda.army.mil</p>		
<p>This report is due to the following address on or before October 31st:</p> <p style="text-align: center;"> <i>U.S. Equal Employment Opportunity Commission Office of Federal Operations Federal Sector Programs 1801 L Street, NW Washington, DC 20507</i> </p>		

Appendix A - Comments

Part 2

The difference from last year to this year is that we did not receive data from one sub-element. Therefore, the numbers are not correct.

Part 3

There were EEO Offices that did not provide any training to staff due to budget restraints.

Part 8

Oldest case pending is Docket # BEFLFO09506F1310,

Susan Odom filed four formal complaints during 20 July 1995 - 24 October 1996.

This is a complaint of Mr. Ronald Jones. Mr. Jones filed his formal in January 1998. He Jones case consisted of 15 docket numbers, in which one was a Finding of Discrimination by the AJ. The AJ decision was Sep 03 and the Final Army Action was issued

Nov 03. The reason why the time is lengthy is that we are processing from the date filed formal, which happens to be back to 1998.