

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	153	152
C.1. COUNSELED WITHIN 30 DAYS	67	67
C.2. COUNSELED WITHIN 31 TO 90 DAYS	76	70
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	29	29
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	34	34
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	13	13
C.3. COUNSELED BEYOND 90 DAYS	10	10
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	22	22
D.2. INITIATED DURING THE REPORTING PERIOD	149	149
D.3. COMPLETED/ENDED COUNSELINGS	153	152
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	28	28
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	33	33
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	91	91
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	18	18

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$47,600.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	2	2	\$40,100.00
E.4. ATTORNEY FEES AND COSTS	1	1	\$7,500.00
E.5.	0	0	\$0.00
E.6.0	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	5	5
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	1	1
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	1	1
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	1	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	1	1
F.6. ACCOMMODATIONS	1	1
F.7. TRAINING	1	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.13. Retirement Assistance	1	1
F.14.	0	0
F.14	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	6	6	\$66,065.00
G.1. COMPENSATORY DAMAGES	1	1	\$11,000.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	3	3	\$38,565.00
G.4. ATTORNEY FEES AND COSTS	3	3	\$16,500.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	17	16
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	2	2
H.2.a. RETROACTIVE	1	1
H.2.b. NON-RETROACTIVE	1	1
H.3. EXPUNGEMENTS	2	2
H.4. REASSIGNMENTS	6	6
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	2	2
H.7. TRAINING	2	2
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	2	2
H.9.a. RESCINDED	2	2
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	1	1
H.11. LEAVE RESTORED	1	1
H.12. NEUTRAL REFERENCE	0	0
H.13.	0	0
H.13. Open Communication	1	1
H.13. Award Nomination Reinstated (Admin of the Year)	1	1
H.13.0	0	0
H.13. Letter of Recommendation	2	2
H.13. MUTUAL RESPECT AGREEMENT	2	2
H.140	0	0
H.14	0	0
H.14. FLEXIBLE WORK HOURS	1	1
H.14. N/A	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	6	6

PART II - FORMAL COMPLAINT ACTIVITIES

128	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
91	B. COMPLAINTS FILED
3	C. REMANDS (sum of lines C1+C2+C3)
1	C.1. REMANDS (NOT INCLUDED IN A OR B)
2	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
1	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
220	D. TOTAL COMPLAINTS
204	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
72	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
16	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
8	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
141	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
91	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
8	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	13,577			
A.1.b. PERMANENT EMPLOYEES	13,161			
A.2. COUNSELOR	70		0	
A.2.a. FULL-TIME	8	11.43	0	0.00
A.2.b. PART-TIME	0	0.00	0	0.00
A.2.c. COLLATERAL DUTY	62	88.57	0	0.00
A.3. INVESTIGATOR	0		50	
A.3.a. FULL-TIME	0	0.00	23	46.00
A.3.b. PART-TIME	0	0.00	27	54.00
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0.00	0	0.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	15	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	15	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	55	0	0	50	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	53	0	0	50	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	2	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Dot Harris
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES NO N
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?	
PERSON	David M Klaus	
TITLE	Under Secretary for Management and Performance	
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?	
PERSON	Ann Augustyn	
TITLE	Acting Deputy Director	
4.	WHO DOES THAT PERSON REPORT TO?	
PERSON	Dot Harris	
TITLE	Director	

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	3	3	0	2	0	7	35	24	24
B. ASSIGNMENT OF DUTIES	1	0	0	6	1	0	4	0	11	43	32	32
C. AWARDS	0	0	0	1	0	0	2	0	3	13	8	8
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	2	1	0	2	1	8	29	24	24
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	2	1	0	2	0	2	15	14	14
E.3. SUSPENSION	0	0	0	0	0	0	0	0	3	7	5	5
E.4. REMOVAL	0	0	0	0	0	0	0	1	0	3	1	1
E.5 Letter of Counseling	0	0	0	0	0	0	0	0	1	2	1	1
E.5 5. ADMONISHMENT	0	0	0	0	0	0	0	0	2	2	2	2
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	1	0	0	1	0	0	1	0	3	14	9	9
G. PERF. EVAL./APPRAISAL	0	0	0	8	0	0	7	3	16	58	37	37
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	1	0	7	0	0	5	3	24	88	61	58
I.1. NON-SEXUAL	0	1	0	7	0	0	5	3	23	85	58	55
I.2. SEXUAL									1	3	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	1	5	5	5
L. PROMOTION/NON-SELECTION	0	1	0	2	2	0	2	0	12	46	26	25
M. REASSIGNMENT	0	0	0	0	0	0	0	0	1	3	1	1
M.1. DENIED	0	0	0	0	0	0	0	0	1	3	1	1
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									3	11	7	7
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0
Q. RETIREMENT	0	0	0	1	0	0	1	0	1	4	2	2
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	3	8	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	3	0	0	3	0	7	24	17	17
V. TIME AND ATTENDANCE	0	0	0	1	0	0	1	1	5	21	13	13
W. TRAINING	0	0	0	0	0	0	0	1	3	9	4	4
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	1	2	2	2
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.3.0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4. Unauthorized Medical Release	0	0	0	0	0	0	0	0	1	2	1	1
TOTAL ALL ISSUES BY BASES	2	2	0	35	7	0	30	9	110			
TOTAL ALL COMPLAINTS FILED BY BASES	1	2	0	19	5	0	27	9	60			
TOTAL ALL COMPLAINANTS BY BASES	1	2	0	19	5	0	27	9	59			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	2	1	0	1	1	2			11	0	2	0	35	24	24
B. ASSIGNMENT OF DUTIES	2	9	1	0	0	0			6	0	2	0	43	32	32
C. AWARDS	0	3	0	0	1	0			3	0	0	0	13	8	8
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	7	1	0	0	0			3	1	3	0	29	24	24
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	4	0	0	0	0			3	0	1	0	15	14	14
E.3. SUSPENSION	0	2	1	0	0	0			0	1	0	0	7	5	5
E.4. REMOVAL	0	1	0	0	0	0			0	0	1	0	3	1	1
E.5.	0	0	0	0	0	0			0	0	1	0	4	3	3
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	4	0	0	0	1			3	0	0	0	14	9	9
G. EVALUATION/APPRaisal	1	10	1	0	1	0			9	0	2	0	58	37	37
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	0	15	1	1	1	2			11	6	10	1	88	61	58
I.1. NON-SEXUAL	0	13	1	1	1	2			11	6	10	1	85	58	55
I.2. SEXUAL	0	2	0	0									3	3	3
J. MEDICAL EXAMINATION	0	0	1	0	0	0			0	0	0	0	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	1	2	0	0	0	5	5	5
L. PROMOTION/NON-SELECTION	2	6	1	1	1	3			11	0	2	0	46	26	25
M. REASSIGNMENT	0	0	0	0	0	0			1	0	1	0	3	1	1
M.1. DENIED	0	0	0	0	0	0			1	0	1	0	3	1	1
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILI				0						2	6	0	11	7	7
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			1	0	0	0	4	2	2
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0
T. TERMINATION	0	1	0	0	0	1			1	1	1	0	8	5	5
U. TERMS/CONDITIONS OF EMPLOYMENT	0	4	0	0	0	0			3	1	3	0	24	17	17
V. TIME AND ATTENDANCE	0	4	0	0	0	1			3	1	4	0	21	13	13
W. TRAINING	0	2	0	0	0	1			2	0	0	0	9	4	4
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	1	0	2	2	2
X.1.0	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.0	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
X.4. Unauthorized Medical Release	0	0	0	0	0	0			0	0	1	0	2	1	1
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	7	66	6	4	5	11	0	1	70	12	37	1			
TOTAL ALL COMPLAINTS FILED BY BASES	7	28	1	1	4	7	0	1	45	8	20	1			
TOTAL ALL COMPLAINANTS BY BASES	7	27	1	1	4	7	0	1	44	8	20	1			

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETTELEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTELEMENTS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	1	0	2	2	0	1	0	10	3	3	3	20	6	5
B. ASSIGNMENT OF DUTIES	1	0	0	6	1	0	4	0	8	4	3	3	15	6	5
C. AWARDS	0	0	0	1	0	0	1	0	1	1	1	1	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	5	1	0	2	0	9	7	7	7	21	8	8
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	4	1	0	2	0	3	2	2	2	8	4	3
E.3. SUSPENSION	0	0	0	0	0	0	0	0	2	1	1	1	4	3	3
E.4. REMOVAL	0	0	0	0	0	0	0	0	2	2	2	2	3	2	2
E.5. Administrative Leave	0	0	0	0	0	0	0	0	1	1	1	1	0	0	0
E.5. Letter of Counseling	0	0	0	1	0	0	0	0	0	0	0	0	5	1	1
E.5. 5. ADMONISHMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	1	0	0	1	0	0	1	0	2	0	0	0	2	2	2
G. PERF. EVAL./APPRAISAL	0	0	0	8	0	0	5	3	9	4	4	4	19	10	9
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	6	0	2	0	0	3	3	21	7	5	5	35	19	18
I.1. NON-SEXUAL	1	6	0	2	0	0	3	3	19	6	6	6	31	21	20
I.2. SEXUAL									2	1	1	1	4	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	1	0	0	0	0	1	1	1	1	2	2	2
L. PROMOTION/NON-SELECTION	0	1	0	1	1	0	1	0	5	3	3	3	8	6	5
M. REASSIGNMENT	0	0	0	1	0	0	0	0	0	0	0	0	5	1	1
M.1. DENIED	0	0	0	1	0	0	0	0	0	0	0	0	5	1	1
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	4	3	3	4	4	4
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	3	3	1
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	1	2	2	2	3	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	4	1	0	3	0	7	1	1	1	15	6	5
V. TIME AND ATTENDANCE	0	0	2	0	0	0	1	1	3	3	3	3	13	7	7
W. TRAINING	0	0	0	0	0	0	0	0	3	1	1	1	5	4	3
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1. Unauthorized disclosure of medical information	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	0	3	0	6	6	0	0	1	10						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	3	0	6	6	0	0	1	9						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	6	2	0	0	1	9						
2. COMPLAINT SETTLEMENT ALLEGATIONS	1	3	0	10	1	0	0	1	44						
2.2A. NUMBER OF COMPLAINTS SETTLED	1	2	0	4	1	0	0	1	22						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	1	2	0	4	1	0	0	1	21						

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SETTLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
	A. APPOINTMENT/HIRE	6	1		0	1	1	1										
B. ASSIGNMENT OF DUTIES	2	8	0	0	1	0			7	2	5	0	4	3	3	15	6	5
C. AWARDS	0	1	0	0	0	0			1	0	0	0	1	1	1	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	8	0	0	0	0			3	4	5	0	7	7	7	21	8	8
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	1	4	0	0	0	0			3	1	2	0	2	2	2	8	4	3
E.3. SUSPENSION	0	1	0	0	0	0			0	1	1	0	1	1	1	4	3	3
E.4. REMOVAL	0	1	0	0	0	0			0	1	1	0	2	2	2	3	2	2
E.5. 5. ADMONISHMENT	0	1	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.5. Letter of Counseling	0	1	0	0	0	0			0	1	1	0	0	0	0	5	1	1
E.5. Administrative Leave	0	0	0	0	0	0			0	0	0	0	1	1	1	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	2	0	0	0	0			1	0	0	0	0	0	0	2	2	2
G. EVALUATION/APPRaisal	2	10	0	0	1	0			8	2	4	0	4	4	4	19	10	9
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	5	12	2	1	2	1			8	3	8	1	7	5	5	35	19	18
I.1. NON-SEXUAL	4	8	1	1	2	1			8	3	8	1	6	6	6	31	21	20
I.2. SEXUAL	1	4	1	0									1	1	1	4	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	1	0	1	0	0	0	1	1	1	2	2	2
L. PROMOTION/NON-SELECTION	2	3	0	1	1	1			4	0	1	0	3	3	3	8	6	5
M. REASSIGNMENT	0	1	0	0	0	0			0	1	1	0	0	0	0	5	1	1
M.1. DENIED	0	1	0	0	0	0			0	1	1	0	0	0	0	5	1	1
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						1	5	0	4	3	3	4	4	4
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	1	0	1										0	0	0	3	3	1
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	2	0	0	0	0			0	0	2	0	2	2	2	3	3	3
U. TERMS/CONDITIONS OF EMPLOYMENT	3	6	0	0	0	0			5	2	2	0	1	1	1	15	6	5
V. TIME AND ATTENDANCE	0	4	0	0	0	0			2	1	2	0	3	3	3	13	7	7
W. TRAINING	1	0	0	0	0	0			2	0	1	0	1	1	1	5	4	3
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1. 1. Unauthorized disclosure of medical information	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	7	7	0	0	0	0	0	0	6	3	8	2						
1.1A. NUMBER OF COUNSELINGS SETTLED	3	6	0	0	0	0	0	0	5	2	6	1						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	3	5	0	0	0	0	0	0	5	2	6	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	19	26	3	1	5	1	1	0	29	15	30	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	5	17	3	1	3	1	1	0	10	6	10	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	5	17	1	1	3	1	1	0	10	6	9	0						

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
X.3.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINED ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINTS ISSUED FINAL ORDERED FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	1	0	0	1	1	1	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.1. 1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
X.2. 2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: Department of Energy

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
X.2.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. 3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. 4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	1	0	0									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	1	0	0									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	1	0	0									
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0									
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0									
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0									

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PART V - SUMMARY OF CLOSURES BY STATUTE

72	A.1. TITLE VII
3	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
25	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
26	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
1	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
127	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	81	36,314	448.32
A.1. WITHDRAWALS	14	2,968	212.00
A.1.a. NON-ADR WITHDRAWALS	13	2,401	184.69
A.1.b. ADR WITHDRAWALS	1	567	567.00
A.2. SETTLEMENTS	38	17,855	469.87
A.2.a. NON-ADR SETTLEMENTS	37	17,649	477.00
A.2.b. ADR SETTLEMENTS	1	206	206.00
A.3. FINAL AGENCY ACTIONS	29	15,491	534.17
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	24	8,624	359.33
B.1. FINDING DISCRIMINATION	1	292	292.00
B.2. FINDING NO DISCRIMINATION	13	7,212	554.77
B.3. DISMISSAL OF COMPLAINTS	10	1,120	112.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	5	6,867	1,373.40
C.1. AJ DECISION FULLY IMPLEMENTED	5	6,867	1,373.40
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	4	5,826	1,456.50
C.1.c. DISMISSAL OF COMPLAINTS	1	1,041	1,041.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	14	2,570	183.57
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	8	777	97.13
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	2	118	59.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	6	659	109.83
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	3	245	81.67
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	60	60.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	2	185	92.50
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	3	1,548	516.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	3	1,548	516.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	39	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	28	\$1,817,750.30
B.1. BACK PAY/FRONT PAY	1	\$795.00
B.2. LUMP SUM PAYMENT	20	\$1,649,636.00
B.3. COMPENSATORY DAMAGES	1	\$2,500.00
B.4. ATTORNEY FEES AND COSTS	10	\$164,819.30
D. INTENTIONALLY LEFT BLANK		
B.5. 5.	0	\$0.00
B.6. 6.	0	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	24	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	1	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	1	0
F.2. PROMOTIONS	1	1
F.2.a. RETROACTIVE	0	1
F.2.b. NON-RETROACTIVE	1	0
F.3. EXPUNGEMENTS	2	1
F.4. REASSIGNMENTS	2	6
F.5. REMOVALS RESCINDED	2	1
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	2	1
F.6. ACCOMMODATIONS	2	0
F.7. TRAINING	0	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	3	0
F.9.a. RESCINDED	3	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	4	1
F.11. LEAVE RESTORED	7	0
F.12. NEUTRAL REFERENCE	4	2
F.13. 13. Nondisclosure	0	0
F.13.0	0	0
F.13.Reclassification	0	1
F.13.Other- Assistance with disability retirement	0	1
F.13. 13.	0	0
F.14.0	0	0
F.14. 14.	0	0

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	141	61870	438.79432		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	3	25	8.3333333	21	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	27	2990	110.74074	967	
A.2. COMPLAINTS PENDING IN INVESTIGATION	26	3979	153.03846	569	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	2	376	188	336	
A.3. COMPLAINTS PENDING IN HEARINGS	64	41514	648.65625	1555	DOE 14-0037-GO
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	21	13362	636.28571	2023	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	52	10182	195.81
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	52	10182	195.81
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	35	4563	130.37
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	12	3377	281.42
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	7	2179	311.29
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	5	1198	239.60
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	5	2242	448.40
A.4. CONTRACTOR INVESTIGATION COSTS	\$227,313.30		\$0.00

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AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	110	108		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	62	61		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	48	47		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
C.1. INHOUSE	44	43		
C.2. ANOTHER FEDERAL AGENCY	19	18		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	2	2		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	23	23		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	44	43	4,298	97.68
D.1. MEDIATION	43	42	4,249	98.81
D.2. SETTLEMENT CONFERENCES	1	1	49	49.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E.1. TOTAL CLOSED	48	47	4,429	92.27
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	22	21	1,194	54.27
E.1.b. NO FORMAL COMPLAINT FILED	6	6	251	41.83
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	17	17	2,917	171.59
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	3	3	67	22.33
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY		7	7		
B.2. REJECTED BY COMPLAINANT		1	1		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		6	6		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		6	6		
C.1. INHOUSE		1	1		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)		5	5		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		6	6	164	27.33
D.1. MEDIATION		6	6	164	27.33
D.2. SETTLEMENT CONFERENCES		0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
D.4. FACTFINDING		0	0	0	0.00
D.5. FACILITATION		0	0	0	0.00
D.6. OMBUDSMAN		0	0	0	0.00
D.7. MINI-TRIALS		0	0	0	0.00
D.8. PEER REVIEW		0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)		0	0	0	0.00
D.10.		0	0	0	0.00
D.11.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		6	6	164	27.33
E.1. TOTAL CLOSED		6	6	164	27.33
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		1	1	14	14.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		1	1	30	30.00
E.1.c. NO RESOLUTION		4	4	120	30.00
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		1	1		
F.1. MONETARY (INSERT TOTALS)		1	1	\$795.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY		1	1	\$795.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.0		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		1	1		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		0	0		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		0	0		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		1	1		
F.2.i.i. RESCINDED		1	1		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		0	0		
F.2.l. NEUTRAL REFERENCE		0	0		
F.2.m.0		0	0		
F.2.m.		0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	13577
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	16
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	1
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	14
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	1
D. EEO ADR FUNDING SPENT	AMOUNT
	\$13,461.11

E. EEO ADR VVVCONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	<u>Pamela Pontillo</u>
E.2. TITLE	<u>ADR Specialist</u>
E.3. TELEPHONE NUMBER	<u>(202) 586-4002</u>
E.4. EMAIL	<u>Pamela.pontillo@hq.doe.gov</u>

F. EEO ADR PROGRAM INFORMATION	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2014 through September 30, 2015 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	<u>Dot Harris</u>
TITLE OF CERTIFYING OFFICIAL:	<u>Director</u>
TELEPHONE NUMBER:	<u>(202) 586-8383</u>
E-MAIL:	<u>Dot.Harris@doe.gov</u>
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	_____
DATE:	<u>06-11-2015</u>

NAME OF PREPARER:	_____
TITLE OF PREPARER:	_____
TELEPHONE NUMBER:	_____
E-MAIL:	_____
DATE:	_____

The FY 2015 Form 462 report must be "Accepted/Finalized" by EEOC by November 2, 2015 to be considered timely.

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

Form 462 Comments

Part Name COMMENT (expression left | evaluation symbol | expression_right | value1 | value2 | comment)

PART I

DN02 - If H.5. REMOVALS RESCINDED,COUNSELINGS > 0, Then Individuals | <= | Counselings | 0 | 0 | Counselings = individuals counseled
DNOR - D.1 + D.2 | = | D.3 + D.4 | 0 | 0 | This is an error from FY2014. The correct on-hand data is -0-
DNSR - C.4. Counseled Due To Remands Individuals | <= | C. individuals | 0 | 7 | Prior year should have been seven instead eight
DNSR - C -- Total Completed/Ended Counselings | = | D3 Completed Ended Counselings | 7 | 7 | 2014 on hand counseling at the end of the period year was 3 and should have been 0
DNSR - C -- Total Completed/Ended Counselings - Individuals | = | D3 Completed Ended Counselings, Individuals | 7 | 7 |
DNSR - D.3. Completed/ended Counselings Individuals | <= | C. Individuals | 7 | 7 | Prior year should have been seven instead eight

Part I

DN01 - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 3 | | Number (3) matches and is identical to FY14 Part 1 Section D Line 4
DN01 - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 3 | | Number (3) matches and is identical to FY14 Part 1 Section D Line 4
DN01 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 15 | 15 | 16 Formal Complaints Filed by 16 Individuals in FY15, 2 Settled, 2 Withdrawn
DN01 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 15 | 15 | 16 Formal Complaints Filed by 16 Individuals in FY15
DN03 - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 9 | 0 | The data entered for FY15 is accurate. We were inaccurate by 1 Counseling in the previous FY14.
DN03 - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 9 | 0 | The data entered for FY15 is accurate. We were inaccurate by 1 Individual in the previous FY14.
DNGF - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 1 | 0 | Review of the FY14 462 report confirm there was 1 counseling pending at the end of the FY14 reporting period.
DNGF - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 1 | 0 | Review of the FY14 462 report confirm there was 1 individual participating in counseling at the end of the FY14 reporting period.
DNOR - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 0 | 1 | Data failed to carry over.
DNOR - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 0 | 1 | FY14 Report indicated 1, this is an error in FY14 reporting; the value is really 0 for this field.
DNSR - D.1 -- On Hand At The Beginning Of The Reporting Period, Counselings (Current year) | = | D.4.-- Counselings Pending At The End Of The Reporting Period (Previous Year) | 0 | 0 | Prior year should have been one instead of threeP
DNSR - D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 0 | 0 | Prior year should have been one instead of threeP
DNSR - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 2 | 2 | 2 is the correct number
DNSR - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 2 | 2 | 2 is the correct number

PART II

DN01 - B -- Complaints Filed During the Reporting Period | >= | J | 15 | 15 | 19 counselings completed, 2 withdrawn/no complaint filed, 2 settled, 15 filed

Part II

DN01 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 25 | | Number (25) matches and is identical to FY14 Part II. Section I. Number of Complaints on Hand at End of Reporting Period
DN02 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 15 | 15 | We had 14 complaints reported at the end of FY14 on the 462; however, the iComplaints data shows we actually had 15. This may have been due to a remand in FY14. In any event, we have manually reconciled the FY14 complaint activity, including closures, and verified that there were 15 complaints on hand at the end of FY14 and 15 complaints on hand at the beginning of the FY15 reporting period.
DN03 - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 21 | 0 | The data entered for FY15 is accurate. We were inaccurate by 4 Complaints in the previous FY14.
DNCO - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 1 | 0 | The DNCO FY14 (previous year) submitted report reflects a value of 1 in Part II. i
DNGF - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 6 | 0 | Review of the FY14 462 report confirm there were six complaints pending at the end of the FY14.
DNNE - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 2 | 0 | Part II. I Complaints on hand at the end of the reporting period for FY 2014 was 2 complaints. Therefore, Part II. A of complaints on hand at the beginning of the reporting period for FY 2015 is 2
DNSR - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 7 | 0 | Prior year complaints on hand was 7 current complaint at the beginning 7
DNSW - A. -- Complaints On Hand At The Beginning Of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End Of The Reporting Period (Previous Year) | 8 | 0 | FY14 report reviewed - numbers match at 8 complaints

PART III

DN01 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 3 | 0 | Agency Only Utilizes Contract Investigators
DN02 - If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 12 | 0 | All active counselors and investigators have received required training.
DNSW - If Part IC>0, Then Section B Line 1 + Line 2 (counselor agency) + (counselor contract) + (counselor/investigator agency) + (counselor/investigator contract) | > | 0 | 0 | 0 | Counselings are conducted by Western Area Power Administration (DOE field element) counselors

Part III

DN02 - B.2.c. Staff Receiving No Training At All (counselors Agency) | > | 0 | 2 | 0 | Some counselors did not take training but will not be given new counselings.

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AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2015

Form 462 Comments

Part Name COMMENT (expression left | evaluation symbol | expression_right | value1 | value2 | comment)

PART IV
PART I

DN02 - If Total All Bases By Issue, X. 1.>0, Then Total All Complaints By Issue, X. 1.>0 | > | 0 | 0 | 0 | Comment regarding Part I on hand numbers. We had 4 complaints on hand at the beginning of the reporting period. After looking back at last year's report, we reported we had 4 on hand at the end of the FY2014 reporting period. We are not sure where the inconsistency is arising; however, we did receive a formal complaint on 10/01/2014, so perhaps that is the alleged inconsistency?

PART VIII

DNGF - If A.3. Complaints Pending In Hearings (number Pending) > 0, Then Oldest Docket cannot be blank | > | 0 | 3 | 0 | No EEOC docket number; case has not been acknowledged; hearing request filed 9/11/2015 with Phoenix District Office; complaint file uploaded 10/19/05 after multiple attempts in FedSEP H&A

Part VIII

DN01 - A -- Total | = | Part II. I | 22 | 22 | 25 Complaints on Hand at End of Reporting Period

PART X

DNSR - D1 -- Mediation - Average Days | between | 0 and 100 | 345.857142857143 | 100 | The total days were 2368 that would make the average dates 262

PART XII

DNSW - C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS), N/A | Not empty | N/A | 1 | | DOE WAPA provides EEO/ADR programs to SWPA pursuant to an MOU between the two agencies