

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 2016

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	150	136
C.1. COUNSELED WITHIN 30 DAYS	62	52
C.2. COUNSELED WITHIN 31 TO 90 DAYS	78	78
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	29	27
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	37	37
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	12	12
C.3. COUNSELED BEYOND 90 DAYS	10	10
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES	COUNSELING	INDIVIDUALS
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	15	15
D.2. INITIATED DURING THE REPORTING PERIOD	149	136
D.3. COMPLETED/ENDED COUNSELINGS	150	136
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	5	5
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	50	49
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	90	80
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	5	5
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	14	14

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	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	1	1
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
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F.9.a. RESCINDED	0	0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	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13.	0	0
F.14.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$17,500.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	2	2	\$10,000.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$7,500.00
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	4	4
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	0	0
H.4. REASSIGNMENTS	2	2
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	1	1
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	1	1
H.9.a. RESCINDED	1	1
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.14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	1	1

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PART II - FORMAL COMPLAINT ACTIVITIES

133	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
94	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	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
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
227	D. TOTAL COMPLAINTS
210	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
58	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
17	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
2	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
167	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
83	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
7	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	13,740			
A.1.b. PERMANENT EMPLOYEES	13,117			
A.2. COUNSELOR	61		0	
A.2.a. FULL-TIME	3	4.92	0	0.00
A.2.b. PART-TIME	2	3.28	0	0.00
A.2.c. COLLATERAL DUTY	56	91.80	0	0.00
A.3. INVESTIGATOR	2		12	
A.3.a. FULL-TIME	0	0.00	5	41.67
A.3.b. PART-TIME	0	0.00	7	58.33
A.3.c. COLLATERAL DUTY	2	100.00	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	7	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	7	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	54	0	2	12	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	32	0	2	9	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	21	0	0	3	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	1	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 Klaus
	TITLE	Deputy Undersecretary 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	Deputy Director Office of Civil Rights and Equal Employment Opportunity
4.	WHO DOES THAT PERSON REPORT TO? PERSON	Dot Harris
	TITLE	Director, Office of Economic Impact and Diversity

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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 COMPLAINTS 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	1	0	2	1	0	0	0	5	22	12	12
B. ASSIGNMENT OF DUTIES	0	0	0	7	1	0	5	1	12	56	18	17
C. AWARDS	0	0	0	1	0	0	0	0	1	4	1	1
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	3	0	0	2	0	9	38	14	14
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	3	1	1
E.2. REPRIMAND	0	0	0	1	0	0	2	0	2	13	4	4
E.3. SUSPENSION	0	0	0	1	0	0	0	0	2	7	3	3
E.4. REMOVAL	0	0	0	0	0	0	0	0	3	10	4	4
E.5. DISCIPLINARY WARNING	0	0	0	1	0	0	0	0	1	5	2	2
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	1	0	0	2	0	2	8	3	3
G. PERF. EVAL./APPRAISAL	0	0	0	6	0	0	2	2	9	42	14	10
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	0	0	7	2	0	4	0	23	84	30	29
I.1. NON-SEXUAL	1	0	0	7	2	0	4	0	22	80	31	30
I.2. SEXUAL									1	4	3	3
J. MEDICAL EXAMINATION	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	2	1	1
L. PROMOTION/NON-SELECTION	0	0	0	5	1	0	3	2	6	34	8	7
M. REASSIGNMENT	0	0	0	0	0	0	0	0	1	1	1	1
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	1	1	1	1
N. REASONABLE ACCOMMODATION									2	9	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	3	0	0	0	0	3	13	4	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	11	6	6
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	4	1	0	1	0	7	37	14	14
V. TIME AND ATTENDANCE	0	0	0	2	0	0	1	0	8	21	7	7
W. TRAINING	1	0	0	0	0	0	0	0	2	8	3	3
X. OTHER (Please specify below)	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.1.	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
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

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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.3.0	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.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	2	1	0	41	6	0	20	5	93			
TOTAL ALL COMPLAINTS FILED BY BASES	1	1	0	23	3	0	10	3	62			
TOTAL ALL COMPLAINANTS BY BASES	1	1	0	17	3	0	10	3	55			

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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 COMPLAINTS 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	1	0	0	0	2	1			6	1	2	0	22	12	12
B. ASSIGNMENT OF DUTIES	2	7	0	0	1	1			13	2	4	0	56	18	17
C. AWARDS	0	1	0	0	0	0			0	0	1	0	4	1	1
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	4	6	0	0	0	0			7	2	5	0	38	14	14
E.1. DEMOTION	1	0	0	0	0	0			1	0	0	0	3	1	1
E.2. REPRIMAND	1	3	0	0	0	0			2	1	1	0	13	4	4
E.3. SUSPENSION	1	1	0	0	0	0			2	0	0	0	7	3	3
E.4. REMOVAL	1	1	0	0	0	0			1	0	4	0	10	4	4
E.5. DISCIPLINARY WARNING	0	1	0	0	0	0			1	1	0	0	5	2	2
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7.	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	8	3	3
G. EVALUATION/APPRaisal	5	2	0	0	0	1			11	1	3	0	42	14	10
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	2	15	0	0	1	1			11	7	10	0	84	30	29
I.1. NON-SEXUAL	2	12	0	0	1	1			11	7	10	0	80	31	30
I.2. SEXUAL	0	3	0	0									4	3	3
J. MEDICAL EXAMINATION	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	1	0	1	0	2	1	1
L. PROMOTION/NON-SELECTION	2	6	0	0	0	2			4	2	1	0	34	8	7
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	1	1	1
M.1. DENIED	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	1	1	1
N. REASONABLE ACCOMMODATION DISABILITY				0						3	4	0	9	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	2	0	0	0	0	0			4	0	1	0	13	4	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	0	0	0	0	0			0	4	4	0	11	6	6
U. TERMS/CONDITIONS OF EMPLOYMENT	3	5	0	0	0	0			8	3	5	0	37	14	14
V. TIME AND ATTENDANCE	0	1	0	0	1	0			1	2	5	0	21	7	7
W. TRAINING	0	0	0	0	1	1			2	0	1	0	8	3	3
X. OTHER (Please specify below)	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
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
TOTAL ALL ISSUES BY BASES	21	45	0	0	6	7	0	0	69	27	47	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				
TOTAL ALL COMPLAINTS FILED BY BASES	13	22	0	0	2	4	0	0	41	18	28	0			
TOTAL ALL COMPLAINANTS BY BASES	10	20	0	0	2	4	0	0	34	16	27	0			

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

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES 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 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	0	0	0	0	0	1	0	0	0	0	0	3	2	2
B. ASSIGNMENT OF DUTIES	1	0	0	1	1	0	1	0	4	0	0	0	20	6	6
C. AWARDS	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
E. DISCIPLINARY ACTION	0	0	0	0	2	0	0	0	7	2	1	1	16	5	5
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	0	0	0	3	1	1
E.2. REPRIMAND	0	0	0	0	1	0	0	0	2	2	1	1	5	2	2
E.3. SUSPENSION	0	0	0	0	1	0	0	0	2	0	0	0	5	2	2
E.4. REMOVAL	0	0	0	0	0	0	0	0	2	0	0	0	3	2	2
E.5. DISCIPLINARY WARNING	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
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	1	0	0	0	0	0	0	0	1	0	0	0	5	2	2
G. PERF. EVAL/APPRaisal	0	0	0	1	0	0	0	0	2	2	1	1	13	6	6
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	0	0	0	0	6	6	4	4	14	7	7
I.1. NON-SEXUAL	0	0	0	1	0	0	0	0	5	4	3	3	10	5	5
I.2. SEXUAL									1	2	1	1	4	2	2
J. MEDICAL EXAMINATION	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
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	1	0	0	0	4	2	2
M. REASSIGNMENT	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
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									1	0	0	0	3	2	2
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	0	0	0
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	1	0	1	0	0	0	3	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	1	0	1	0	0	0	4	2	2
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	0	0	0	2	1	1
W. TRAINING	0	0	0	0	0	0	0	0	2	0	0	0	5	2	2
X. OTHER (Please specify below)	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
X.2.	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
X.4.	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 2016

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 COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	1	0	0	0	0	2						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	1	0	0	0	0	2						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	1	0	0	0	0	2						
2. COMPLAINT SETTLEMENT ALLEGATIONS	2	0	0	2	3	0	4	0	25						
2.2A. NUMBER OF COMPLAINTS SETTLED	1	0	0	2	1	0	3	0	11						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	1	0	0	2	1	0	3	0	11						

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 2016

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							
A. APPOINTMENT/HIRE	0	0	0	0	1	0			1	0	0	0	0	0	0	3	2	2
B. ASSIGNMENT OF DUTIES	1	4	0	0	0	0			1	0	2	0	0	0	0	20	6	6
C. AWARDS	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
E. DISCIPLINARY ACTION	3	0	0	0	0	0			4	0	1	0	2	1	1	16	5	5
E.1. DEMOTION	1	0	0	0	0	0			1	0	0	0	0	0	0	3	1	1
E.2. REPRIMAND	1	0	0	0	0	0			2	0	0	0	2	1	1	5	2	2
E.3. SUSPENSION	1	0	0	0	0	0			1	0	0	0	0	0	0	5	2	2
E.4. REMOVAL	0	0	0	0	0	0			0	0	1	0	0	0	0	3	2	2
E.5. DISCIPLINARY WARNING	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
E.6.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.7.	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			0	0	0	0	0	0	0	5	2	2
G. EVALUATION/APPRaisal	1	3	0	1	0	0			1	0	2	0	2	1	1	13	6	6
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	6	0	1	0	1			0	1	3	0	6	4	4	14	7	7
I.1. NON-SEXUAL	0	3	0	0	0	1			0	1	3	0	4	3	3	10	5	5
I.2. SEXUAL	0	3	0	1									2	1	1	4	2	2
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	1	0			1	0	1	0	0	0	0	4	2	2
M. REASSIGNMENT	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
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0						0	2	0	0	0	0	3	2	2
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	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
T. TERMINATION	0	0	0	0	0	1			0	0	0	0	0	0	0	3	1	1
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0			0	0	1	0	0	0	0	4	2	2
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	1	0	0	0	0	2	1	1
W. TRAINING	0	1	0	0	0	0			0	0	1	0	0	0	0	5	2	2
X. OTHER (Please specify below)	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
X.2.	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
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2016

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							
1. COUNSELING SETTLEMENT ALLEGATIONS	0	4	0	2	0	0	0	0	1	0	0	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	3	0	1	0	0	0	0	1	0	0	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	3	0	1	0	0	0	0	1	0	0	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	5	14	0	0	2	2	0	0	7	1	16	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	3	6	0	0	2	1	0	0	5	1	4	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	3	6	0	0	2	1	0	0	5	1	4	0						

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AGENCY OR DEPARTMENT: Department of Energy

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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 w/ FINDINGS 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	2	2	2	2	1
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	2	0	0	0	3	3	3	3	3
E.1. DEMOTION	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.00	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
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.0	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	1	1	1	1	1
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	1	0	0	1	0	1	0	0	0	4	3	4	1	1
I.1. NON-SEXUAL	0	0	0	1	0	0	1	0	1	0	0	0	4	2	4	2	1
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 ACCOMMODATION									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
S. TELEWORK	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
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
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
X.2.	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

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AGENCY OR DEPARTMENT: Department of Energy

REPORTING PERIOD: FY 2016

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 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.4.	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	0	0	0	0	0	0	0	0
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
2. AJ Decision Findings	0	0	0	1	0	0	1	0	8								
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	1	0	2								
3. Final Agency Order Findings Implemented	0	0	0	1	0	0	1	0	8								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	1	0	0	1	0	2								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	1	0	0	1	0	1								

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

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 COMPLAINE 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 ORDERS W/ 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	2	2	2	2	1
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	3	3	3	3	3
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.6.00	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.7.0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
E.7.	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	1	1	1	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	1	0	0	0	0			0	0	0	0	0	0	4	3	4	1	1	1
I.1. NON-SEXUAL	0	1	0	0	0	0			0	0	0	0	0	0	4	2	4	2	1	1
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
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	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	1	1	1	1	1	1
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
X.2.	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

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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 COMPLAINE 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 FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
X.4.	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	0	0	0									
1.1a. Number FADs with Findings	0	0	0	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	0	0	0									
2. AJ Decision Findings	0	1	0	0	0	0	0	0	0	0	0	0									
2.2a. Number AJ Decisions With Findings	0	1	0	0	0	0	0	0	0	0	0	0									
3. Final Agency Order Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	0									
3.3a. # of Final Orders (Fos) With Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	0									
3.3b. # of Complainants issued FOs with Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	0									

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PART V - SUMMARY OF CLOSURES BY STATUTE

47	A.1. TITLE VII
1	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
24	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
12	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
84	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	60	27,314	455.23
A.1. WITHDRAWALS	8	2,405	300.62
A.1.a. NON-ADR WITHDRAWALS	8	2,405	300.62
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	19	5,657	297.74
A.2.a. NON-ADR SETTLEMENTS	13	3,627	279.00
A.2.b. ADR SETTLEMENTS	6	2,030	338.33
A.3. FINAL AGENCY ACTIONS	33	19,252	583.39
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	23	7,770	337.83
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	13	5,650	434.62
B.3. DISMISSAL OF COMPLAINTS	10	2,120	212.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	10	11,482	1,148.20
C.1. AJ DECISION FULLY IMPLEMENTED	10	11,482	1,148.20
C.1.a. FINDING DISCRIMINATION	3	3,683	1,227.67
C.1.b. FINDING NO DISCRIMINATION	2	2,255	1,127.50
C.1.c. DISMISSAL OF COMPLAINTS	5	5,544	1,108.80
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	13	1,797	138.23
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	8	1,350	168.75
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	8	1,350	168.75
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	3	238	79.33
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	2	106	53.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	132	132.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	2	209	104.50
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	2	209	104.50
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	22	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	11	\$635,635.89
B.1. BACK PAY/FRONT PAY	1	\$22,000.00
B.2. LUMP SUM PAYMENT	7	\$478,506.00
B.3. COMPENSATORY DAMAGES	1	\$8,000.00
B.4. ATTORNEY FEES AND COSTS	7	\$127,129.89
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	18	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	3	0
F.2.a. RETROACTIVE	1	0
F.2.b. NON-RETROACTIVE	2	0
F.3. EXPUNGEMENTS	4	1
F.4. REASSIGNMENTS	0	1
F.5. REMOVALS RESCINDED	1	0
F.5.a. REINSTATEMENT	1	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	3	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	3
F.9.a. RESCINDED	0	1
F.9.b. MODIFIED	0	2
F.10. PERFORMANCE EVALUATION MODIFIED	2	6
F.11. LEAVE RESTORED	3	2
F.12. NEUTRAL REFERENCE	1	0
F.13.13.	0	0
F.13. Other (NM)	3	5
F.13.	0	0
F.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)	167	80030	479.2215		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	5	1560	312	764	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	22	5131	233.2272	2760	
A.2. COMPLAINTS PENDING IN INVESTIGATION	47	9009	191.6808	416	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	8	2286	285.75	387	
A.3. COMPLAINTS PENDING IN HEARINGS	71	50331	708.8873	1921	570-2014-00975X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	22	13999	636.3181	1641	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	45	11381	252.91
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	1	191	191.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1	191	191.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	1	191	191.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$3,500.00		\$3,500.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	44	11190	254.32
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	12	1859	154.92
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	29	7530	259.66
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	11	2870	260.91
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	18	4660	258.89
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1801	600.33
A.4. CONTRACTOR INVESTIGATION COSTS	\$118,070.23		\$2,683.41

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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	84	80		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	34	33		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	50	50		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
C.1. INHOUSE	9	9		
C.2. ANOTHER FEDERAL AGENCY	2	2		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	3	3		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	1	1		
C.5. FEDERAL EXECUTIVE BOARD	3	3		
C.6.	0	0		
C.6.Dedicated service-support contracted Mediator	2	2		
C.7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D.1. MEDIATION	19	19	1,043	54.89
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	1	1	31	31.00
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. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	50	50	2,527	50.54
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	4	4	358	89.50
E.1.b. NO FORMAL COMPLAINT FILED	16	16	627	39.19
E.1.c. COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	15	15	773	51.53
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	14	14	708	50.57
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1	61	61.00

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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		17	17		
B.2. REJECTED BY COMPLAINANT		7	7		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		10	10		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		4	4		
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVER		1	1		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		3	3		
C.6.		0	0		
C.7.		0	0		
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		4	4	192	48.00
D.1. MEDIATION		4	4	192	48.00
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		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		10	10	658	65.80
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		6	6	392	65.33
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		2	2	138	69.00
E.1.d. NO ADR ATTEMPT		2	2	128	64.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		1	1	\$142,506.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		1	1	\$142,506.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		6	6		
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		1	1		
F.2.b.i. RETROACTIVE		1	1		
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		0	0		
F.2.i.ii. MODIFIED		1	1		
F.2.j. PERFORMANCE EVALUATION MODIFIED		3	3		
F.2.k. LEAVE RESTORED		1	1		
F.2.l. NEUTRAL REFERENCE		0	0		
F.2.m. Other		2	2		
F.2.m.		0	0		
F.2.m. submission to mentoring		1	1		
F.2.n.		0	0		

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PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	13740
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	4
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)	3
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
D. EEO ADR FUNDING SPENT	\$414.00

E. EEO ADR VVVCONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: Shahram Ghasemian

E.2. TITLE: Director of ADR Office

E.3. TELEPHONE NUMBER: (202) 287-1541

E.4. EMAIL: shahram.ghasemian@hq.doe.gov

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, 2015 through September 30, 2016 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: Dot Harris

TITLE OF CERTIFYING OFFICIAL: Director

TELEPHONE NUMBER: (202) 586-8383

E-MAIL: Dot.Harris@doe.gov

SIGNATURE OF CERTIFYING OFFICIAL: _____
 (Enter PIN to serve as your electronic signature)

DATE: 07-11-2016

NAME OF PREPARER: _____

TITLE OF PREPARER: _____

TELEPHONE NUMBER: _____

E-MAIL: _____

DATE: _____

The FY 2016 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2016 to be considered timely.

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Form 462 Comments

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

Part Name	COMMENT (expression left evaluation symbol expression_right value1 value2 comment)
Part I	<p>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) 0 0 It has been determined that last year's reporting of 3 on-hand Informal Counselings was incorrectly reported due to issue with data-source. This has been verified there were zero (0) on-hand at the end of the FY15 reporting period.</p> <p>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) 1 9 Case data was edited after last years reporting period.</p> <p>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) 1 9 Case data was edited after last years reporting period.</p> <p>DN03 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II. J 12 13 1 Precomplaint closed ina prior FY and Filed Formal in FY 16</p> <p>DN03 - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints = Part II. B 12 13 1 Precomplaint closed ina prior FY and Filed Formal in FY 16</p> <p>DNHQ - 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) 11 10 Case data changed after the reporting period and affected our numbers.</p> <p>DNHQ - 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) 11 10 Case data changed after the reporting period and affected our numbers.</p> <p>DNHQ - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals = Part II. J 39 41 Some precomplaint closed in FY 15 and Filed Formal in Fy 16. Not all cases in II.B closed in the same year.</p> <p>DNHQ - D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints = Part II. B 48 51 Some precomplaint closed in FY 15 and Filed Formal in Fy 16. Not all cases in II.B closed in the same year.</p>
Part II	<p>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) 17 0 Number reported incorrectly in FY15</p> <p>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) 23 22 Case data was edited after last years reporting period.</p> <p>DNHQ - 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) 79 64 Case data changed after the reporting period and affected our numbers.</p>
Part III	<p>DN02 - B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 1 0 One of our collateral duty counselors did not receive training last year, but is scheduled for training now.</p> <p>DNHQ - B.2.c. Staff Receiving No Training At All (counselors Agency) > 0 0 0 Corrected</p> <p>DNHQ - B.2.c. Staff Receiving No Training At All (investigators Agency) > 0 0 0 Corrected</p>
PART VI	<p>DN03 - D1b -- Agency Untimely Issued FAD (more than 60 days after receipt of FAD request) - Average Days > 60 414 60 DOE understand the processing timeframe. We had unexpected challenges issuing the FAD in a timely manner.</p>
Part X	<p>DNHQ - If C.4>0, then comment required N/A N/A 1 0 Internal and External Other Federal Agencies were used</p>