

FY 2020
ANNUAL FEDERAL EQUAL
EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT
OF DISCRIMINATION
COMPLAINTS

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

Federal Deposit Insurance Corporation



Table of Contents

PART I - PRE-COMPLAINT ACTIVITIES **2**

PART II - FORMAL COMPLAINT ACTIVITIES..... **4**

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1) **6**

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2) **8**

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)..... **10**

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)..... **12**

PART IV D - BASES AND ISSUES FOUND IN FADs AND FINAL ORDERS (Part 1) **14**

PART IV D - BASES AND ISSUES FOUND IN FADs AND FINAL ORDERS (Part 2) **17**

PART V - SUMMARY OF CLOSURES BY STATUTE **19**

PART VI - SUMMARY OF CLOSURES BY CATEGORY..... **19**

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS **20**

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY **21**

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED **22**

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES **22**

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES **24**

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES..... **26**

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK		

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. INTENTIONALLY LEFT BLANK		

TOTAL COMPLETED/ENDED COUNSELINGS		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	48	47
1. COUNSELED WITHIN 30 DAYS	14	13
2. COUNSELED WITHIN 31 TO 90 DAYS	32	32
a. COUNSELED WITHIN WRITTEN EXTENSION	10	10
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	19	19
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	3	3
3. COUNSELED BEYOND 90 DAYS	2	2
4. COUNSELED DUE TO REMANDS	0	0

	COUNSELINGS	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	6	6
2. INITIATED DURING THE REPORTING PERIOD	48	46
3. COMPLETED/ENDED COUNSELINGS	48	47
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	6	6
b. WITHDRAWALS/NO COMPLAINT FILED	19	19
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	23	23
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	6	6

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	128,424.00
1. COMPENSATORY DAMAGES	0	0	0.00
2. BACKPAY/FRONTPAY	1	1	23,424.00
3. LUMP SUM PAYMENT	1	1	105,000.00
4. ATTORNEY FEES AND COSTS	0	0	0.00
5.	0	0	0.00
6.	0	0	0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

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

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	4	4	145,850.00
1. COMPENSATORY DAMAGES	0	0	0.00
2. BACKPAY/FRONTPAY	3	3	44,850.00
3. LUMP SUM PAYMENT	4	4	101,000.00
4. ATTORNEY FEES AND COSTS	0	0	0.00
5.	0	0	0.00
6.	0	0	0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS
TOTAL	3	3
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	0
a. RETROACTIVE	0	0

b. NON-RETROACTIVE	0	0
3. EXPUNGEMENTS	0	0
4. REASSIGNMENTS	3	3
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	0	0
7. TRAINING	1	1
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	1	1
11. LEAVE RESTORED	1	1
12. NEUTRAL REFERENCE	0	0
Assign a mentor	0	0
14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELINGS	INDIVIDUALS
TOTAL	2	2

PART II - FORMAL COMPLAINT ACTIVITIES

69	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
31	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
100	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
98	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
44	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
2	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
2	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
54	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F + H)) + [(C2 + C3) - C4]
30	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
1	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
1. WORK FORCE				
a. TOTAL WORK FORCE	6029			
b. PERMANENT EMPLOYEES	5623			
2. COUNSELOR	6		2	
a. FULL-TIME	1	16.67	2	100.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	5	83.33	0	0.00
3. INVESTIGATOR	0		14	
a. FULL-TIME	0	0.00	14	100.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR	0		0	
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF (NS) - TOTAL	0	0	0	0	0	0
a. NS RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
b. NS RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. NS RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF (ES) - TOTAL	6	2	0	14	0	0
a. ES RECEIVING REQUIRED 8 OR MORE HOURS	6	2	0	14	0	0
b. ES RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. ES RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: Nikita Pearson

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO
 MUST use 'X' to designate response to question X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
 PERSON:
 TITLE:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
 PERSON: Michael Moran
 TITLE: Chief

4. WHO DOES THAT PERSON REPORT TO?
 PERSON: Nikita Pearson
 TITLE: Acting OMWI Director

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE			
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL						
A. APPOINTMENT/HIRE	1	0	0	0	1			2	0	0	0	13	3	3		
B. ASSIGNMENT OF DUTIES	0	0	0	0	1			1	0	0	0	7	3	3		
C. AWARDS	0	0	0	0	0			0	0	0	0	1	1	1		
D. CONVERSION TO FULL TIME/ PERM STATUS	0	0	0	0	0			0	0	0	0	0	0	0		
E. DISCIPLINARY ACTION	1	2	0	0	1			1	2	1	0	20	7	7		
1. DEMOTION	0	0	0	0	0			0	1	0	0	3	1	1		
2. REPRIMAND	0	1	0	0	1			0	0	1	0	6	2	2		
3. SUSPENSION	0	0	0	0	0			0	0	0	0	0	0	0		
4. REMOVAL	1	1	0	0	0			1	1	0	0	10	3	3		
5. DISCIPLINARY WARNING	0	0	0	0	0			0	0	0	0	1	1	1		
6.	0	0	0	0	0			0	0	0	0	0	0	0		
7.	0	0	0	0	0			0	0	0	0	0	0	0		
F. DUTY HOURS	0	0	0	0	0			0	0	0	0	0	0	0		
G. PERF. EVAL./APPRAISAL	1	2	0	0	1			4	2	1	0	20	6	6		
H. EXAMINATION/TEST	0	0	0	0	0			0	0	0	0	0	0	0		
I. HARASSMENT	1	5	1	0	0			2	2	0	0	20	6	6		
1. NON-SEXUAL	1	1	1	0	0			2	2	0	0	14	6	6		
2. SEXUAL	0	4	0	0	0							6	4	4		
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	0	0	0	0		
L. PROMOTION/NON-SELECTION	0	3	0	0	0			3	1	0	0	15	9	9		
M. REASSIGNMENT	0	0	0	0	0			0	1	0	0	1	1	1		
1. DENIED	0	0	0	0	0			0	1	0	0	1	1	1		
2. DIRECTED	0	0	0	0	0			0	0	0	0	0	0	0		

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS												
	RACE				COLOR	RELI-GION	REPRI-SAL	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 COMPLAINANTS SETTLED WITH BY ISSUE
	AMER. INDIAN/ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN									
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	2	1	1	0	0	0
B. ASSIGNMENT OF DUTIES	0	1	0	1	1	0	2	0	0	0	12	4	4
C. AWARDS	0	0	0	1	0	0	0	4	1	1	1	1	1
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	1	1	3	0	0	0	11	4	4
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	1	0	1	0	0	0	4	1	1
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0
5. DISCIPLINARY WARNING	0	0	0	0	1	0	3	0	0	0	7	3	3
6.	0	0	0	0	0	0	0	0	0	0	0	0	0
7.	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	2	0	2	1	0	5	2	1	1	26	8	8
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0
1. HARASSMENT	0	2	0	2	4	0	1	18	3	3	31	8	7
1. NON-SEXUAL	0	2	0	2	4	0	1	16	2	2	29	7	6
2. SEXUAL							1	2	1	1	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	2	0	0	0	6	2	2	3	1	1
L. PROMOTION/NON-SELECTION	0	1	0	1	3	0	1	0	0	0	27	6	6
M. REASSIGNMENT	0	0	0	0	0	0	1	0	0	0	1	1	1
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	1	0	0	0	1	1	1
N. REASONABLE ACCOMMODATION DISABILITY								0	0	0	2	2	2

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																
	SEX		PREGNANCY DISCRIMINATION ACT	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 COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE		LGBT	HISPANIC/LATINO	OTHER	MALE		FEMALE	MENTAL							
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	1	0	0	0	2	1	1	0	0	0
B. ASSIGNMENT OF DUTIES	1	1	0	0	1	0	2	1	0	0	0	0	0	0	12	4	4
C. AWARDS	0	1	0	0	0	0	1	2	0	0	4	1	1	1	1	1	1
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	1	0	0	0	0	1	1	0	0	0	0	0	0	0	11	4	4
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	1	0	0	0	0	0	0	0	0	0	4	1	1
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. DISCIPLINARY WARNING	1	0	0	0	0	0	1	0	0	0	0	0	0	0	7	3	3
6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./ APPRAISAL	1	3	0	0	2	2	2	2	1	0	2	2	1	1	26	8	8
H. EXAMINATION/ TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	4	6	3	0	3	6	6	1	0	0	18	3	3	3	31	8	7
1. NON-SEXUAL	4	3	0	0	3	6	1	0	0	0	16	2	2	2	29	7	6
2. SEXUAL	0	3	3	0							2	1	1	2	2	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	1	1	0	0	1	0	1	1	1	0	6	2	2	2	3	1	1

2. COMPLAINT SETTLEMENT ALLEGATIONS	12	16	3	0	0	12	0	1	17	11	2	0
2A. NUMBER OF COMPLAINTS SETTLED	5	6	1	0	0	4	0	1	6	4	1	0
2B. NUMBER OF COMPLAINANTS SETTLED WITH	3	6	1	0	0	4	0	1	4	4	1	0

EEOC FORM 462 (REVISED SEPTEMBER 2016)

PART IV D - BASES AND ISSUES FOUND IN FADs AND FINAL ORDERS (Part 1)

	BASES OF ALLEGED DISCRIMINATION FOUND IN FADs AND FINAL ORDERS																
	RACE				RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS ISSUED	NUMBER COMPLAINANTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDINGS BY ISSUE	NUMBER AJ DECISIONS WITH FINDINGS BY ISSUE	NUMBER FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS/ FINDINGS FULLY IMPLEMENTED BY ISSUE			
	AMER. INDIAN/ ALASKA NATIVE	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE											TWO OR MORE RACES	COLOR	
ISSUES OF ALLEGED DISCRIMINATION FOUND IN FADs AND FINAL ORDERS																	
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																	
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PART IV D - BASES AND ISSUES FOUND IN FADs AND FINAL ORDERS (Part 2)

ISSUES OF ALLEGED DISCRIMINATION FOUND IN FADs AND FINAL ORDERS	BASES OF ALLEGED DISCRIMINATION FOUND IN FADs AND FINAL ORDERS																						
	SEX			PREGNANCY DISCRIMINATION ACT		NATIONAL ORIGIN		EQUAL PAY ACT		AGE		DISABILITY		GINA		NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS ISSUED	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDINGS BY ISSUE	NUMBER AJ DECISIONS WITH FINDINGS BY ISSUE	NUMBER 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
	MALE	FEMALE	LGBT	HISPANIC/LATINO	OTHER	MALE	FEMALE	AGE	MENTAL	PHYSICAL	AGE	MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	0	0	0	0	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	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	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	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	0	0	0	0	0
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	0	0	0	0	0
1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. SEXUAL	0	0	0	0	0	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	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	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	0	0	0	0	0

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE		(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
39	1. TITLE VII	
0	1a. PREGNANCY DISCRIMINATION ACT (PDA)	
19	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)	
14	3. REHABILITATION ACT	
1	4. EQUAL PAY ACT (EPA)	
0	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)	
B. TOTAL BY STATUTES		
73	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.	
<hr/>		
(A1+A1a+A2+A3+A4+A5)		

PART VI - SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	(1+2+3)	46	23583	512.67
1. WITHDRAWALS		1	288	288.00
a. NON-ADR WITHDRAWALS		1	288	288.00
b. ADR WITHDRAWALS		0	0	0.00
2. SETTLEMENTS		18	7851	436.17
a. NON-ADR SETTLEMENTS		17	7503	441.35
b. ADR SETTLEMENTS		1	348	348.00
3. FINAL AGENCY ACTIONS	(B+C)	27	15444	572.00
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	21	9128	434.67
1. FINDING DISCRIMINATION		0	0	0.00
2. FINDING NO DISCRIMINATION		19	8911	469.00
3. DISMISSAL OF COMPLAINTS		2	217	108.50
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	6	6316	1052.67
1. AJ DECISION FULLY IMPLEMENTED	(a+b+c)	5	4267	853.40
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		5	4267	853.40
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	1	2049	2049.00
(a) FINDING DISCRIMINATION	(i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00

(b) FINDING NO DISCRIMINATION	1	2049	2049.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	19	989	52.05
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	5	262	52.40
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	5	262	52.40
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	0	0	0.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	7	373	53.29
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	4	137	34.25
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	3	236	78.67
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	6	309	51.50
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	6	309	51.50
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	1	45	45.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	1	45	45.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

EEOC FORM 462 (REVISED NOV 2014)

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	18	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	15	588,120.00
1. BACK PAY/FRONT PAY	4	6,774.00
2. LUMP SUM PAYMENT	14	523,498.00
3. COMPENSATORY DAMAGES	0	0.00
4. ATTORNEY FEES AND COSTS	4	57,848.00
5.	0	0.00
6.	0	0.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	14	

F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	2
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	2
3. EXPUNGEMENTS	0	0
4. REASSIGNMENTS	7	1
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	0	0
7. TRAINING	5	0
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	0	1
a. RESCINDED	0	0
b. MODIFIED	0	1
10. PERFORMANCE EVALUATION MODIFIED	4	0
11. LEAVE RESTORED	8	0
12. NEUTRAL REFERENCE	4	0
13. Referred to next available vacancy announcement and withdrawal of previous communication regarding the utilization of shuttle services	0	0
14.	0	0

EEOC FORM 462 (REVISED SEPTEMBER 2015)

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST CASE EEOC HEARING #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	54	29526			
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	0	0	0.00	0	
1a. COMPLAINTS PENDING DECISION TO ACCEPT/ DISMISS	4	37	9.25	13	
2. COMPLAINTS PENDING IN INVESTIGATION	9	1135	126.11	184	
2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	1	184	184.00	184	
3. COMPLAINTS PENDING IN HEARINGS	36	26268	729.67	2710	570-2020-00162X
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	5	2086	417.20	1099	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	28	5395	192.68
AGENCY INVESTIGATIONS			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	33	6598	199.94
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. AGENCY INVESTIGATION COSTS	0	0	0.00
CONTRACT INVESTIGATIONS			
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	33	6598	199.94
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	19	3030	159.47
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	14	3568	254.86
1. TIMELY COMPLETED INVESTIGATIONS	13	3358	258.31
2. UNTIMELY COMPLETED INVESTIGATIONS	1	210	210.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS	110,911.39		3360.95

EEOC FORM 462 (REVISED NOV 2014)

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)				
A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY	40	38		
2. REJECTED BY INDIVIDUAL (COUNSELEE)	18	18		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	22	22		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	18	18		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0		
7.	0	0		
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. MEDIATION	18	18	1131	62.83
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	22	22	2082	94.64
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	4	4	627	156.75
b. NO FORMAL COMPLAINT FILED	14	14	1131	80.79

c. COMPLAINT FILED				
i. NO RESOLUTION	0	0	0	0.00
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	4	4	324	81.00
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				

EEOC FORM 462 (REVISED NOV 2014)

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)				
B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
1 ADR OFFERED BY AGENCY	2	2		
2. REJECTED BY COMPLAINANT	0	0		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)				
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	2	2		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0		
7.	0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
	2	2	75	37.50
1. MEDIATION	2	2	75	37.50
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00

10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	2	2	75	37.50
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	48	48.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	1	1	27	27.00
d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTALS)	0	0	0.00	
a. COMPENSATORY DAMAGES	0	0	0.00	
b. BACKPAY/FRONTPAY	0	0	0.00	
c. LUMP SUM	0	0	0.00	
d. ATTORNEY FEES AND COSTS	0	0	0.00	
e.	0	0	0.00	
2. NON-MONETARY (INSERT TOTALS)	1	1		
a. HIRES	0	0		
i. RETROACTIVE	0	0		
ii. NON-RETROACTIVE	0	0		
b. PROMOTIONS	1	1		
i. RETROACTIVE	0	0		
ii. NON-RETROACTIVE	1	1		
c. EXPUNGEMENTS	0	0		
d. REASSIGNMENTS	0	0		
e. REMOVALS RESCINDED	0	0		
i. REINSTATEMENT	0	0		
ii. VOLUNTARY RESIGNATION	0	0		
f. ACCOMMODATIONS	0	0		
g. TRAINING	0	0		
h. APOLOGY	0	0		
i. DISCIPLINARY ACTIONS	0	0		
i. RESCINDED	0	0		
ii. MODIFIED	0	0		
j. PERFORMANCE EVALUATION MODIFIED	0	0		
k. LEAVE RESTORED	0	0		
l. NEUTRAL REFERENCE	0	0		
m.	0	0		
n.	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	6029
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	1
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	1
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0

	AMOUNT
D. EEO ADR FUNDING SPENT	32,665.68
E. EEO ADR CONTACT INFORMATION	
1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Amy DelValle
2. TITLE	EEO Specialist
3. TELEPHONE NUMBER	703-562-6081
4. EMAIL	ADelValle@FDIC.gov

F. EEO ADR PROGRAM INFORMATION	MUST use 'X' to designate response to questions	
	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

The FY 2020 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2020 to be considered timely.

PAGE
INTENTIONALLY
LEFT BLANK

PAGE
INTENTIONALLY
LEFT BLANK



FDIC-041-2018