

FY 2017
ANNUAL FEDERAL EQUAL
EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT
OF DISCRIMINATION
COMPLAINTS

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

Federal Deposit Insurance Corporation



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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	42	39
1. COUNSELED WITHIN 30 DAYS	12	11
2. COUNSELED WITHIN 31 TO 90 DAYS	30	30
a. COUNSELED WITHIN WRITTEN EXTENSION	9	9
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	20	20
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	1	1
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0

	COUNSELINGS	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	9	9
2. INITIATED DURING THE REPORTING PERIOD	42	38
3. COMPLETED/ENDED COUNSELINGS	42	39
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	3	3
b. WITHDRAWALS/NO COMPLAINT FILED	8	8
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	30	28
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	1	1
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	9	9

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	0.00
1. COMPENSATORY DAMAGES	0	0	0.00
2. BACKPAY/FRONTPAY	0	0	0.00
3. LUMP SUM PAYMENT	0	0	0.00
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	0	0
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	0	0
5. REMOVALS RESCINDED	0	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	0
6. ACCOMMODATIONS	0	0
7. TRAINING	0	0
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a. RESCINDED	0	0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	0	0
12. NEUTRAL REFERENCE	0	0
13.	0	0
14.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	0.00
1. COMPENSATORY DAMAGES	0	0	0.00
2. BACKPAY/FRONTPAY	0	0	0.00
3. LUMP SUM PAYMENT	0	0	0.00
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	1	1
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	1	1
3. EXPUNGEMENTS	0	0

4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	1	1
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	1	1
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	0	0
12. NEUTRAL REFERENCE	1	1
Assign a mentor	1	1
14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELINGS	INDIVIDUALS
TOTAL	0	0

PART II - FORMAL COMPLAINT ACTIVITIES

65	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
30	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
1	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
96	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
91	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
27	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
5	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
69	I. COMPLAINTS ON HAND AT THE END OF THE
28	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
2	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	6236			
b. PERMANENT EMPLOYEES	5638			
2. COUNSELOR	6		0	
a. FULL-TIME	1	16.67	0	0.00
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	0	0	14	0	0
a. ES RECEIVING REQUIRED 8 OR MORE HOURS	6	0	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: **Saul Schwartz**

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?
MUST use 'X' to designate response to question

YES	NO
	X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
 PERSON: Barbara Ryan
 TITLE: Deputy to the Chairman and COO

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

4. WHO DOES THAT PERSON REPORT TO?
 PERSON: Saul Schwartz
 TITLE: Acting EEO Director

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUEz	TOTAL ALL COMPLAINTS BY ISSUE	
	RACE				COLOR	RELIGION	REPRISAL	RACE			TWO OR MORE RACES				
	AMER. INDIAN/ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN				WHITE	RELIGION	REPRISAL					TOTAL ALL COMPLAINTS BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	2	0	0	0	1	9	3	2
B. ASSIGNMENT OF DUTIES	0	0	0	2	1	0	1	0	0	0	0	4	11	5	5
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	5	0	2	0	0	0	0	0	5	20	8	8
1. DEMOTION	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	1	1	1	1
3. SUSPENSION	0	0	0	1	0	1	0	0	0	0	0	1	4	1	1
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. DISCIPLINARY WARNING	0	0	0	4	0	1	0	0	0	0	0	3	15	4	4
6.	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
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PER. EVAL./APPRAISAL	0	0	0	3	1	0	2	0	0	0	0	7	22	10	10
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	7	3	0	3	0	0	0	0	7	41	16	16
1. NON-SEXUAL	0	0	0	7	3	0	3	0	0	0	0	7	40	15	15
2. SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
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	1	0	0	0	0	0	0	0	0	8	3	3
L. PROMOTION/NON-SELECTION	0	1	0	0	1	0	0	0	0	0	0	2	17	7	7
M. REASSIGNMENT	0	0	0	0	1	0	0	0	0	0	0	1	4	2	2
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	1	0	0	0	0	0	0	1	4	2	2
N. REASONABLE ACCOMMODATION DISABILITY												6	4	4	

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			
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE	2	0	0	0	0	0	0	3	0	1	0	9	3	2	
B. ASSIGNMENT OF DUTIES	1	1	0	0	0	0	0	0	0	0	0	11	5	5	
C. AWARDS	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	
E. DISCIPLINARY ACTION	1	2	0	0	0	0	1	1	3	1	0	20	8	8	
1. DEMOTION	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	1	1	1	
3. SUSPENSION	0	0	0	0	0	0	0	0	1	0	0	4	1	1	
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. DISCIPLINARY WARNING	1	2	0	0	0	0	1	1	2	1	0	15	4	4	
6.	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	
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G. PERE EVAL./APPRAISAL	2	1	0	0	0	0	1	1	3	2	0	22	10	10	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	5	4	1	1	0	1	1	1	5	4	0	41	16	16	
1. NON-SEXUAL	4	4	1	1	0	1	1	1	5	4	0	40	15	15	
2. SEXUAL	1	0	0	0	0	0	0	0	0	0	0	1	1	1	
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
K. PAY INCLUDING OVERTIME	0	3	0	0	0	0	3	1	0	0	0	8	3	3	
L. PROMOTION/NON-SELECTION	4	2	0	0	1	0	4	4	0	2	0	17	7	7	
M. REASSIGNMENT	1	0	0	1	0	0	0	0	0	0	0	4	2	2	
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2. DIRECTED	1	0	0	1	0	0	0	0	0	0	0	4	2	2	

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

ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS	BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS													
	RACE				TWO OR MORE RACES	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
	AMER. INDIAN/ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN										
A. APPOINTMENT/HIRE	0	0	0	1	0	0	0	0	0	0	0	36	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	0	1	0	0	1	5	1	1	0	0	0
C. AWARDS	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
E. DISCIPLINARY ACTION	0	0	0	0	1	0	0	4	5	1	1	3	3	2
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	1	0	0	0	0	1	1	1
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	0	1	0	0	1	5	1	1	0	0	0
5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	2	0	0	0	2	1	1
6.	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
F. DUTY HOURS	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	2	0	0	0	6	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	0	0	0	3	2	1	1	8	3	3
1. NON-SEXUAL	0	0	0	1	0	0	0	3	2	1	1	8	3	3
2. SEXUAL								0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	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	1	7	2	2	0	0	0
L. PROMOTION/NON-SELECTION	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
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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 COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	1	0	0	0	1	0	1	0	0	0	0	0	0	36	1	1	
B. ASSIGNMENT OF DUTIES	0	0	0	0	1	0	1	1	0	0	5	1	1	0	0	0	
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	0	0	0	0	0	0	1	1	3	0	5	1	1	3	3	2	
1. DEMOTION	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	1	1	1	
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. REMOVAL	0	0	0	0	0	0	1	1	1	0	5	1	1	0	0	0	
5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	2	0	0	0	2	1	1	
6.	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	
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G. PERF. EVAL/ APPRAISAL	0	0	0	1	0	0	1	0	1	0	0	0	0	6	2	2	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	0	0	0	1	0	0	2	0	1	0	2	1	1	8	3	3	
1. NON-SEXUAL	0	0	0	1	0	0	2	0	1	0	2	1	1	8	3	3	
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	
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	0	2	1	0	7	2	2	0	0	0	
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

2. COMPLAINT SETTLEMENT ALLEGATIONS	6	0	0	0	4	6	0	0	10	0	12	0
2A. NUMBER OF COMPLAINTS SETTLED	1	0	0	0	1	1	0	2	0	0	2	0
2B. NUMBER OF COMPLAINTANTS SETTLED WITH	1	0	0	0	1	1	0	2	0	0	2	0

EEOC FORM 462 (REVISED SEPTEMBER 2016)

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

ISSUES OF ALLEGED DISCRIMINATION FOUND IN FADs AND FINAL ORDERS	BASES OF ALLEGED DISCRIMINATION FOUND IN FADs AND FINAL ORDERS													
	RACE				COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS ISSUED	NUMBER COMPLAINTANTS ISSUED FAD 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	# COMPLAINTANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED 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	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
C. AWARDS	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
E. DISCIPLINARY ACTION	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
2. REPRIMAND	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
4. REMOVAL	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			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			
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		
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	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	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	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	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	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	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	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	0
G. PERE 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	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	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	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	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	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	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	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	0	0	0
M. REASSIGNMENT	0	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.)
26	1. TITLE VII	
2	1a. PREGNANCY DISCRIMINATION ACT (PDA)	
11	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)	
11	3. REHABILITATION ACT	
0	4. EQUAL PAY ACT (EPA)	
1	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)	
B. TOTAL BY STATUTES		
51	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	(1+2+3)	27	12598	466.59
1. WITHDRAWALS		0	0	0.00
a. NON-ADR WITHDRAWALS		0	0	0.00
b. ADR WITHDRAWALS		0	0	0.00
2. SETTLEMENTS		4	2653	663.25
a. NON-ADR SETTLEMENTS		4	2653	663.25
b. ADR SETTLEMENTS		0	0	0.00
3. FINAL AGENCY ACTIONS	(B+C)	23	9945	432.39
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	19	5685	299.21
1. FINDING DISCRIMINATION		0	0	0.00
2. FINDING NO DISCRIMINATION		11	2809	255.36
3. DISMISSAL OF COMPLAINTS		8	2876	359.50
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	4	4260	1065.00
1. AJ DECISION FULLY IMPLEMENTED	(a+b+c)	4	4260	1065.00
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		4	4260	1065.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	0	0	0.00
(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	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	11	535	48.64
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	3	127	42.33
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	3	127	42.33
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)	8	408	51.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	8	408	51.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
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)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
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	4	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	2	6,500.00
1. BACK PAY/FRONT PAY	0	0.00
2. LUMP SUM PAYMENT	1	1,500.00
3. COMPENSATORY DAMAGES	0	0.00
4. ATTORNEY FEES AND COSTS	1	5,000.00
5.	0	0.00
6.	0	0.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	4	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
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	0	0
5. REMOVALS RESCINDED	1	0
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	1	0
6. ACCOMMODATIONS	0	0
7. TRAINING	0	0
8. APOLOGY	0	0
9. DISCIPLINARY ACTIONS	1	0
a. RESCINDED	1	0
b. MODIFIED	0	0
10. PERFORMANCE EVALUATION MODIFIED	0	0
11. LEAVE RESTORED	0	0
12. NEUTRAL REFERENCE	1	1
13. Referred to next available vacancy announcement and withdrawal of previous communication regarding the utilization of shuttle services	0	2
14.	0	0

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)	69	43488			
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	1	3	3.00	3	
1a. COMPLAINTS PENDING DECISION TO ACCEPT/ DISMISS	2	13	6.50	9	
2. COMPLAINTS PENDING IN INVESTIGATION	16	1756	109.75	227	
2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0.00	0	
3. COMPLAINTS PENDING IN HEARINGS	49	41530	847.55	1894	480-2013-00394X
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	1	186	186.00	186	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	27	5307	196.56
AGENCY INVESTIGATIONS			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
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	0.00		0.00
CONTRACT INVESTIGATIONS			
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	27	5307	196.56
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	17	2811	165.35
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	10	2496	249.60
1. TIMELY COMPLETED INVESTIGATIONS	10	2496	249.60
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS	149,002.00		5518.59

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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				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY	36	34		
2. REJECTED BY INDIVIDUAL (COUNSELEE)	14	12		
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)	20	20		
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 COMPLETED/ENDED COUNSELINGS (TOTALS)				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
(TOTALS)	20	20	1182	59.10
1. MEDIATION	20	20	1182	59.10
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	1265	57.50
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	3	3	216	72.00
b. NO FORMAL COMPLAINT FILED	4	4	133	33.25
c. COMPLAINT FILED				
i. NO RESOLUTION	15	15	916	61.07
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)				
B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
1. ADR OFFERED BY AGENCY	3	3		
2. REJECTED BY COMPLAINANT	1	1		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	1	1		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	1	1		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0		
7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	1	1	40	40.00
1. MEDIATION	1	1	40	40.00
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
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E. STATUS OF CASES IN COMPLAINT CLOSURES				
1. TOTAL CLOSED	2	2	64	32.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	1	1	40	40.00
d. NO ADR ATTEMPT	1	1	24	24.00
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)	0	0	
a. HIRES	0	0	
i. RETROACTIVE	0	0	
ii. NON-RETROACTIVE	0	0	
b. PROMOTIONS	0	0	
i. RETROACTIVE	0	0	
ii. NON-RETROACTIVE	0	0	
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	

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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	6236
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	28,564.64
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 2017 Form 462 report must be "Accepted/Finalized" by EEOC by October 31, 2017 to be considered timely.

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