

ALTERNATIVE DISPUTE RESOLUTION (ADR) ANNUAL REPORT
FISCAL YEAR <u>13</u>
REPORTING COMPONENT <u>US DOD/OIG</u>

REPORT CONTROL SYMBOL DD-GC(A)2099

Please adhere to the definitions on pages 3 and 4 or, in the alternative, provide your Component's definition in the Narrative section on page 2.

Does your Component handle EEO cases? x YES NO

--If YES, attach a copy of the relevant EEOC Form 462.

--If copy is attached, only complete the EEO column below if numbers differ from the EEOC Form.

Does your Component engage in environmental collaboration and conflict resolution (ECCR)? YES x NO

--If YES, attach a copy of the relevant OMB-CEQ ECCR survey.

	EEO <i>(If different from EEOC Form 462)</i>	WORKPLACE <i>(Labor-Management)</i>	WORKPLACE <i>(Other)</i>	ACQUISITION	CLAIMS	OTHER <i>(Do not include ECR or EEO reporting)</i>	TOTAL NUMBER OF ADR EVENTS BY PROCESS
CONCILIATION							
MEDIATION		5					5
EARLY NEUTRAL EVALUATION							
NON-BINDING ARBITRATION							
SETTLEMENT JUDGE/ CONFERENCE							
FACTFINDING							
REVIEW PANEL							
OTHER							
TOTAL NUMBER OF ADR EVENTS BY SUBJECT MATTER		5					5
NUMBER OF RESOLUTIONS REACHED BY ADR		5					5
PERCENTAGE OF ADR CASES RESOLVED BY ADR		100%					100%

	EEO <i>(If different from EEOC Form 462)</i>	WORKPLACE <i>(Labor-Management)</i>	WORKPLACE <i>(Other)</i>	ACQUISITION	CLAIMS	OTHER <i>(Do not include ECR or EEO reporting)</i>	TOTAL NUMBER OF ADR EVENTS BY PROCESS
FACILITATION							
OMBUDSMAN		162					162
PARTNERING							
BINDING ARBITRATION							
SUMMARY TRIAL W/ BINDING DECISION							

LIST SPECIFIC ACTIONS TAKEN THIS FISCAL YEAR TO ENCOURAGE THE CONSIDERATION AND/OR USE OF ADR AND/OR CONFLICT MANAGEMENT *(Attach additional sheets as necessary)*

The EEO office continues to encourage the OIG workforce to use the Alternative Dispute Resolution (ADR) program to resolve workplace conflicts. The EEO office has drafted publications and conducted presentations throughout OIG components to promote the use of ADR as an avenue to address workplace disputes. Additionally, some emphasis was directed toward various types of non-EEO matters being considered for potential resolution through the ADR process.

The Office of the Ombudsman conducted outreach meetings with 392 DOD/OIG employees on the services available from the office and on patterns of employee complaints to the Office of the Ombudsman. The Office of the Ombudsman acted to improve communication and coordination between the office and Human Resources and the EEO Office. The Ombudsman meets monthly with EEO Director and head of Human Capital Advisory Services to coordinate and share information.

LESSONS LEARNED *(Attach additional sheets as necessary)*

- Describe lessons learned from use of ADR and/or conflict management
- Provide points of contact for each lesson

Given the changing government landscape due to furloughs, sequestration, and general budgetary constraints that are adversely impacting organizational functions, the OIG has learned that there are considerable benefits derived from alternative resolutions to both EEO and non-EEO matters via mediation.

Majority of complaints to Ombudsman involved peer-to-peer and subordinate-to-supervisor interactions. Key issues included respect and quality and timeliness of performance feedback. Therefore, Ombudsman focused on these areas and made suggestions for improvement when meeting with OIG employees in outreach sessions.

NARRATIVE *(Attach additional sheets as necessary)*

- Other information as appropriate, including a definition that differs from that described above.

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COMPONENT DISPUTE RESOLUTION SPECIALIST			
NAME <i>(Last, First, Middle Initial)</i> Battle, Charlie L.	TITLE Complaints Manager	TELEPHONE NUMBER <i>(Include area code)</i> 703-602-5332	E-MAIL ADDRESS Charlie.battle@dodig.mil
REPORT PREPARED BY (IF DIFFERENT THAN THE DISPUTE RESOLUTION SPECIALIST)			
NAME <i>(Last, First, Middle Initial)</i> Zrubek, Edward, T Ombudsman	SIGNATURE	TELEPHONE NUMBER <i>(Include area code)</i> 703-604-9112	DATE (YYYYMMDD) 2014/02/07

ALTERNATIVE DISPUTE RESOLUTION (ADR) ANNUAL REPORT

INSTRUCTIONS

This form shall be used by all DoD Components to report their annual ADR Activity completed during each fiscal year. Each DoD Component should submit one collective report through their respective dispute resolution specialist. If the Reporting Component provides ADR services for other Components, list the serviced organizations in the narrative. Rows exist for ADR processes. Pick one process as the primary if more than one applies. Columns exist for subject categories.

DEFINITIONS

An **ADR event** is defined as a meeting or series of meetings between the disputing parties, jointly or individually, and a neutral or with input from a dispute resolution professional using one of the ADR methods to work towards resolution.

ADR. Any procedure that is used to resolve issues in controversy, including, but not limited to, conciliation, facilitation, mediation, fact finding, mini-trials, arbitration, and use of ombuds, or any combination thereof.

Reporting Component. Identify the DoD Component reporting.

EEO. Complete this column only if your ADR program numbers differ from those reported on the EEOC Form 462.

Workplace (Labor-Management). Include grievances pursuant to a collective bargaining agreement (negotiated grievance procedure), unfair labor practices (ULPs), impasses, negotiability disputes and other undefined disputes addressed in a labor-management context.

Workplace (Other). Include grievances pursuant to an agency administrative grievance procedure, MSPB appeals, and other disputes between employees and management or between two or more employees.

Acquisition. Include ASBCA appeals, bid protests (agency and GAO), contract claims, and federal court cases.

Claims. Include federal tort claims, employee entitlements (e.g. travel claims), property damage claims, household goods loss and damage claims, medical-related and other claims against the Government.

Other. Specify in the Narrative section other areas where ADR was used in your Component. Note that workplace (EEO) and environmental conflict resolution data is requested separately on the form.

Total Number of ADR Events by Process. This number should be the sum of all numbers in the row.

Conciliation. A process in which a third party, called a conciliator, restores damaged relationships between disputing parties by bringing them together, clarifying perceptions, and pointing out misperceptions. This process often is used prior to other ADR processes, such as facilitation and mediation.

Mediation. A process in which parties are assisted by a neutral, called a mediator, who assists in establishing negotiating procedures, identifying issues in conflict, and defining options for resolution. Mediators are not vested with any decision making authority and cannot impose resolution on the parties; the parties make the decision themselves.

Early Neutral Evaluation. A process which involves informal presentation by the parties to a neutral with respected credentials for an oral or written evaluation of the parties' positions. The evaluation of the strengths and weaknesses of the parties' positions on a specific issue may be binding or non-binding.

Non-Binding Arbitration. A formal adversarial hearing before a neutral, called the arbitrator, with a relaxed evidentiary standard. The arbitrator is usually a subject matter expert. An arbitrator or an arbitration panel serves as a "private judge" to render an informed decision based on the merits of the dispute. The decision of the arbitrator is non-binding.

Settlement Judge/Conference. A judicial ADR process in which a judge hears the positions of the parties and provides them with a non-binding evaluation. The judge may attempt to mediate the resolution of the dispute or simply evaluate the strengths and weaknesses of each of the parties' positions.

Factfinding. The use of an impartial expert (or group) selected by the parties, by the agency, or by an individual with the authority to appoint a fact finder, in order to determine what the "facts" are in a dispute.

Review Panel. A problem-solving process where a dispute is presented to a group or panel for a decision before it becomes a formal complaint.

ALTERNATIVE DISPUTE RESOLUTION (ADR) ANNUAL REPORT *(Continued)*

Other. Provide the number of ADR events which used an ADR method not otherwise described on this Form. In the Narrative section on Page 2 provide a descriptor and definition of the method(s) used.

Total Number of ADR Events by Subject Matter. This number should be the sum of all numbers in the column.

Number of Resolutions Reached by ADR. Provide the number of resolutions reached by ADR, whether through a formal written settlement agreement or some less formal action, such as a handshake, or other agreement.

Percentage of ADR Cases Resolved By ADR. For each column, calculate by dividing the Number of Resolutions Reached by ADR by the Total Number of ADR Events by Subject Matter.

Facilitation. A process in which the neutral, called a facilitator, provides procedural assistance to parties engaged in interest-based negotiation. Facilitation efforts frequently do not produce written settlement agreements. Data including the use of a facilitator to effectively manage known or potential conflict should be identified as such in the Narrative section on Page 2.

Ombudsman. A designated, impartial person receives complaints and questions from individuals concerning people within an entity, the functioning of an entity, or a program administered by the entity. An ombudsman works for the resolution of particular issues and, where appropriate, makes recommendations for the improvement of the general administration of the entities they serve. Data reported might include contacts or issues closed.

Partnering. A formal process that brings key project participants (stakeholders) together with the aid of a facilitator to communicate effectively and work as a team in an orderly, efficient and progressive series of steps to identify problems, implement solutions, and resolve disputes.

Binding Arbitration. A formal adversarial hearing before a neutral, called the arbitrator, with a relaxed evidentiary standard. The arbitrator is usually a subject matter expert. An arbitrator or an arbitration panel serves as a "private judge" to render an informed decision based on the merits of the dispute. The decision of the arbitrator is binding.

Summary Trial with Binding Decision. A judicial ADR process used by federal government Boards of Contract Appeals. In this process, the parties make a summary presentation to an administrative judge who renders a binding decision.

Conflict Management. A systemic process used to proactively identify and manage, at the earliest stage possible, conflict that can lead to one or more disputes, for the purpose of reducing the incidence of disputes and increasing the likelihood that any disputes that do arise may be resolved efficiently, effectively, and expeditiously. Techniques used in the process include, but are not limited to, structured unassisted negotiation (e.g., use of interest-based negotiation techniques), joint or collaborative problem-solving, coaching, and the design of an integrated conflict management system.

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

AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
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TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS		
C.1. COUNSELED WITHIN 30 DAYS	8	8
C.2. COUNSELED WITHIN 31 TO 90 DAYS	6	6
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	2	2
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	0	0
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	0	0
D.2. INITIATED DURING THE REPORTING PERIOD	8	8
D.3. COMPLETED/ENDED COUNSELINGS	8	8
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	1	1
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	3	3
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	4	4
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	0	0

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
E.7.	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	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	0	0
F.12. Other (Assignment of Duties)	1	1
F.13.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	0	0	\$0.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5.	0	0	\$0.00
G.6.	0	0	\$0.00
G.7.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	0	0
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	0	0
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	0	0
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	0	0
H.9.a. RESCINDED	0	0
H.9.b. MODIFIED	0	0
H.10. PERFORMANCE EVALUATION MODIFIED	0	0
H.11. LEAVE RESTORED	0	0
H.12.	0	0
H.13.	0	0

I. NON-ADR SETTLEMENTS	COUNSELING	INDIVIDUALS
TOTAL	1	1

PART II - FORMAL COMPLAINT ACTIVITIES

7	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
4	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
11	D. TOTAL COMPLAINTS
10	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
6	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
1	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
1	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
4	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
4	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	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	1,566			
A.1.b. PERMANENT EMPLOYEES	1,545			
A.2. COUNSELOR	7		0	
A.2.a. FULL-TIME	5	71.43	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	2	28.57	0	0
A.3. INVESTIGATOR	0		0	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	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 - TOTAL	7	0	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	7	0	0	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. EEO DIRECTOR'S NAME: Tyvonnia Ward

1a. DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD? YES NO
X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
 PERSON Tyvonnia Ward
 TITLE EEO Director

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
 PERSON Tyvonnia Ward
 TITLE EEO Director

4. WHO DOES THAT PERSON REPORT TO?
 PERSON Jon T. Rymer
 TITLE Inspector General

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

AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	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
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	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
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
E.5	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
E.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. EVALUATION/APPRaisal	0	0	0	1	0	0	1	0	2	6	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	1	1	1
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	1	1	1
I.2. SEXUAL									0	0	0	0
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
L. PROMOTION/NON-SELECTION	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
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	0	0	0	0
N. REASONABLE ACCOMMODATION								0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0
U. OTHER	0	0	0	0	0	0	0	0	1	2	1	1
U.1. 1. Constructive Discharge	0	0	0	0	0	0	0	0	1	2	1	1
U.2.2	0	0	0	0	0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	0	0	0	1	0	0	1	0	3			
TOTAL ALL COMPLAINTS FILED BY BASES	0	0	0	1	0	0	1	0	3			
TOTAL ALL COMPLAINANTS BY BASES	0	0	0	1	0	0	1	0	3			

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

AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

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		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
A. APPOINTMENT/HIRE	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
C. AWARDS	0	0	0	0	0			0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	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
E.1. DEMOTION	0	0	0	0	0			0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0			0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0			0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0			0	0	0	0	0	0	0	0
E.5.	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
E.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. EVALUATION/APPRaisal	1	1	0	0	0			0	0	0	0	6	2	2	2
H. EXAMINATION/TEST	0	0	0	0	0			0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0			0	0	1	0	1	1	1	1
I.1. NON-SEXUAL	0	0	0	0	0			0	0	1	0	1	1	1	1
I.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
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	0	0	0	0	0
M. REASSIGNMENT	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
M.2. DIRECTED	0	0	0	0	0			0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0			0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0			0	0	0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0			0	0	0	0	0	0	0	0
S. TIME AND ATTENDANCE	0	0	0	0	0			0	0	0	0	0	0	0	0
T. TRAINING	0	0	0	0	0			0	0	0	0	0	0	0	0
U. OTHER	0	0	0	0	1			0	0	0	0	2	1	1	1
U.1. 1. Notice of Intent Not to Deploy	0	0	0	0	1			0	0	0	0	2	1	1	1
U.2.	0	0	0	0	0			0	0	0	0	0	0	0	0
U.3.	0	0	0	0	0			0	0	0	0	0	0	0	0
U.4.	0	0	0	0	0			0	0	0	0	0	0	0	0
U.5.	0	0	0	0	0			0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	1	1	0	0	1	0	0	0	0	1	0				
TOTAL ALL COMPLAINTS FILED BY BASES	1	1	0	0	1	0	0	0	0	1	0				
TOTAL ALL COMPLAINANTS BY BASES	1	1	0	0	1	0	0	0	0	1	0				

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

AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC OR LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
1.1a. Number of Counselings Settled	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
1.1b. Number of Counselees Settled With	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	0	0	0	3	0	0	1	0	2	0	2	0	0	2	0	0	3	0	1	0
2.2a. Number of Complaints Settled	0	0	0	2	0	0	1	0	2	0	1	0	0	1	0	0	2	0	1	0
2.2b. Number of Complainants Settled With	0	0	0	2	0	0	1	0	2	0	1	0	0	1	0	0	2	0	1	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4.4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	0	0	0	4	0	0	1	0	2	0	3	0	0	2	0	0	3	0	1	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS

FINDINGS / ALLEGATIONS IN:	APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION			DUTY HOURS	EVAL / APPRAISAL	EXAM / TEST	HARRASSMENT		MEDICAL EXAM	PAY / OVERTIME	PROMOTION NON-SELECTION	REASSIGNMENT		REASONABLE ACCOMMODAT	REIN-STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER	
					DEMOTION	REPRIMAND	SUSPENSION				REMOVAL	NON-SEXUAL				SEXUAL	DENIED									DIRECTED
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.1a. Number of Counselings Settled	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.1b. Number of Counselees Settled With	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2. Complaint Settlement Allegations	1	0	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
2.2a. Number of Complaints Settled	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
2.2b. Number of Complainants Settled With	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
3. Final Agency Decision Findings	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	
3.3a. Number FADs with Findings	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	
3.3b. Number Complainants Issued FAD Findings	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	
4. AJ Decision Findings	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	
4.4a. Number AJ Decisions With Findings	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	
5. Final Agency Order Findings Implemented	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	
5.5a. Number of Final Orders With Findings Implemented	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	
5.5b. # of Complainants issued FOs with Findings Implemented	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	
TOTAL SETTLEMENT ALLEGATIONS	1	0	0	0	0	0	0	1	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL FINAL ACTION FINDINGS	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	

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AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

PART V - SUMMARY OF CLOSURES BY STATUTE

4	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
2	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
2	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
8	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	7	3631	518.71
A.1. WITHDRAWALS	0	0	0.00
A.1.a. NON-ADR WITHDRAWALS	0	0	0.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	2	1393	696.50
A.2.a. NON-ADR SETTLEMENTS	2	1393	696.50
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	5	2238	447.60
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	4	731	182.75
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	4	731	182.75
B.3. DISMISSAL OF COMPLAINTS	0	0	0.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	1	1507	1,507.00
C.1. AJ DECISION FULLY IMPLEMENTED	1	1507	1,507.00
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	1	1507	1,507.00
C.1.c. DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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AGENCY OR DEPARTMENT: DOD Office of Inspector General

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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	4	270	67.50
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	3	210	70.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	2	119	59.50
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	1	91	91.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	1	60	60.00
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	60	60.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

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

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	2	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	2	\$105,000.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	0	\$0.00
B.3. COMPENSATORY DAMAGES	1	\$90,000.00
B.4. ATTORNEY FEES AND COSTS	1	\$15,000.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	1	
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
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	1	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	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	0
F.11. LEAVE RESTORED	0	0
F.12. 12.	0	0
F.13.	0	0
F.14.	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

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)	4	898			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	0	0	0	0	
A.2. COMPLAINTS PENDING IN INVESTIGATION	4	898	224.5	291	
A.3. COMPLAINTS PENDING IN HEARINGS	0	0	0	0	
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	0	0	0	0	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	6	1186	197.67
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	6	1186	197.67
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	4	645	161.25
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	2	541	270.50
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	2	541	270.50
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$22,870.05		\$3,811.68

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

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		7	7		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		5	5		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		2	2		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)					
C.1. INHOUSE		0	0		
C.2. ANOTHER FEDERAL AGENCY		2	2		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		2	2	97	48.50
D.1. MEDIATION		2	2	97	48.50
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. 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
D.11.		0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		2	2	97	48.50
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		0	0	0	0.00
E.1.b. NO FORMAL COMPLAINT FILED		1	1	21	21.00
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		1	1	76	76.00
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)		0	0	0	0.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		0	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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AGENCY OR DEPARTMENT: DOD Office of Inspector General

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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		0	0		
B.2. REJECTED BY COMPLAINANT		0	0		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
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/UNIVERSITY)		0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)		0	0		
C.5. FEDERAL EXECUTIVE BOARD		0	0		
C.6.		0	0		
C.7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D.1. MEDIATION		0	0	0	0.00
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
D.12.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED		0	0	0	0.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS		0	0	0	0.00
E.1.c. NO RESOLUTION		0	0	0	0.00
E.1.d. NO ADR ATTEMPT		0	0	0	0.00
2. INTENTIONALLY LEFT BLANK					
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)		0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES		0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY		0	0	\$0.00	
F.1.c. LUMP SUM		0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS		0	0	\$0.00	
F.1.e.		0	0	\$0.00	
F.1.f.		0	0	\$0.00	
F.1.g.		0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)		0	0		
F.2.a. HIRES		0	0		
F.2.a.i. RETROACTIVE		0	0		
F.2.a.ii. NON-RETROACTIVE		0	0		
F.2.b. PROMOTIONS		0	0		
F.2.b.i. RETROACTIVE		0	0		
F.2.b.ii. NON-RETROACTIVE		0	0		
F.2.c. EXPUNGEMENTS		0	0		
F.2.d. REASSIGNMENTS		0	0		
F.2.e. REMOVALS RESCINDED		0	0		
F.2.e.i. REINSTATEMENT		0	0		
F.2.e.ii. VOLUNTARY RESIGNATION		0	0		
F.2.f. ACCOMMODATIONS		0	0		
F.2.g. TRAINING		0	0		
F.2.h. APOLOGY		0	0		
F.2.i. DISCIPLINARY ACTIONS		0	0		
F.2.i.i. RESCINDED		0	0		
F.2.i.ii. MODIFIED		0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED		0	0		
F.2.k. LEAVE RESTORED		0	0		
F.2.l.		0	0		
F.2.m.		0	0		

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED	
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	1566
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	3
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	2
CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	1
	AMOUNT
D. EEO ADR FUNDING SPENT	\$0.00

E. EEO ADR CONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER: Charlie Battle

E.2. TITLE: Complaints Manager

E.3. TELEPHONE NUMBER: 7036025332

E.4. EMAIL: charlie.battle@dodig.mil

F. EEO ADR PROGRAM INFORMATION

F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	YES	NO
	X	
F.1a. If yes, is there a written policy requiring the participation?		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, 2012 through September 30, 2013 is accurate and complete.

NAME OF CERTIFYING OFFICIAL: Tyvonnia Ward

TITLE OF CERTIFYING OFFICIAL: Director

TELEPHONE NUMBER: (703) 604-9709

E-MAIL: tyvonnia.ward@dodig.mil

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

DATE: 09-12-2013

NAME OF PREPARER: Charlie Battle

TITLE OF PREPARER: Complaints Manager

TELEPHONE NUMBER: (703) 602-5332

E-MAIL: charlie.battle@dodig.mil

DATE: 04-12-2013

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

AGENCY OR DEPARTMENT: DOD Office of Inspector General

REPORTING PERIOD: FY 2013

Form 462 Comments

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

Part IV Part 1

If Total All Bases By Issue, B. Assignment Of Duties >0, Then Total All Complaints By Issue, B. Assignment Of Duties > 0 | > | 0 | 0 | # of assign. of duties (Part IV, Part 1b) is 1, which equals 1>0. Value not captured in Excel Data Check calculation.

Total Complaints Filed by Basis, Reprisal | <= | Part II. B | 3 | 4 | In several instances, there were multiple bases/issues claimed from a single Complainant.

Part IV Part 2

TOTAL ALL COMPLAINTS BY ISSUE, I.1. NON-SEXUAL | <= | Part II. B | 1 | 4 | In several instances, there were multiple bases/issues claimed from a single Complainant.

TOTAL ALL COMPLAINTS BY ISSUE, U.1. | <= | Part II. B | 1 | 4 | In several instances, there were multiple bases/issues claimed from a single Complainant.

Part I

C -- Total Completed/Ended Counselings - Individuals | = | D3 Completed Ended Counselings, Individuals | 8 | 8 | 8 total completed counselings

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 | No precomplaints on hand

D.1 -- On Hand At The Beginning Of The Reporting Period, Individuals (Current year) | = | D.4.-- Individuals Pending At The End Of The Reporting Period (Previous Year) | 0 | 0 | No precomplaints on hand

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period - Individuals | = | Part II. J | 4 | 4 | There were 8 precomplaints/4 formal filings.

D3c -- Counseling Completed/Ended in Reporting Period that Resulted in Complaint Filing in Reporting Period Complaints | = | Part II. B | 4 | 4 | There were 8 precomplaints/4 formal filings.

Part II

A. -- Complaints On Hand At The Beginning of The Reporting Period, Complaints (Current Year) | = | I. -- Complaints On Hand At The End of The Reporting Period (Previous Year) | 7 | 8 | Final agency decisions issued to close complaints

Part III

If Part IX.A3>0, Then B.1 (Investigators Contract) + B.1 (Couns/Investig Contract) + B.2 (Investigators Contract) + B.2 (Couns/Investig Contract) | > | 0 | 0 | Part IX A3 is >0

Part VI

D2a -- Agency Timely Issued FAD (within 60 days of end of 30-day election period) - Average Days | <= | 60 | 60 | The 30th day for PIO election ended on a Saturday. Complainant was given until next business day to make th election (Monday). This accounts for the 62 day FAD.

Part VIII

A -- Total | = | Part II. I | 4 | 4 |