



DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
DIVERSITY MANAGEMENT & EQUAL OPPORTUNITY OFFICE
4040 NORTH FAIRFAX DRIVE
ARLINGTON, VA 22203-1635

November 02, 2007

EEOC/OFO
Federal Sector Programs
Complaint Adjudication Division
1801 L Street, N.W.
Washington, DC 20507

Dear Ms. Linda Jackson:

Enclosed is the Department of Defense Education Activity's Annual Federal Equal Employment Opportunity (EEO) Statistical 462 Report of Discrimination Complaints for FY07.

If you have any questions concerning the reporting requirements or specific items contained in this report, please direct them to me, Ted Agnew, EEO Specialist, at the letterhead address, (703) 588-3236 (voice), or (703) 588-3706 (facsimile), or theodore.agnew@hq.dodea.edu (email). We appreciate the opportunity to participate in this important endeavor.

Sincerely,

A handwritten signature in cursive script that reads "Ted Agnew".

Ted Agnew
EEO Specialist

Enclosure:
As stated

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

AGENCY OR DEPARTMENT: **Department of Defense Education Activity**

REPORTING PERIOD: **FY 2007**

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	100	94
1. COUNSELED WITHIN 30 DAYS	22	21
2. COUNSELED WITHIN 31 TO 90 DAYS	57	56
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	33	32
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	6	6
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	18	18
3. COUNSELED BEYOND 90 DAYS	21	21
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0

COMBINED TOTAL	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	100	94
1. COUNSELED WITHIN 30 DAYS	22	21
2. COUNSELED WITHIN 31 TO 90 DAYS	57	55
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	33	32
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	6	6
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	18	18
3. COUNSELED BEYOND 90 DAYS	21	21
4. COUNSELED DUE TO REMANDS	0	0

D. COUNSELING ACTIVITIES	COUNSELINGS	
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	13	13
2. INITIATED DURING THE REPORTING PERIOD	95	88
3. COMPLETED/ENDED COUNSELINGS	100	94
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	4	4
b. WITHDRAWALS/NO COMPLAINT FILED	45	42
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	48	48
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	3	2
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	8	7

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS	COUNSELINGS			
	TOTAL	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.				
6.				
7.				

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	COUNSELINGS		
	TOTAL	COUNSELINGS	INDIVIDUALS
TOTAL	1	1	
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	1	1	
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.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS	COUNSELINGS			
	TOTAL	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	\$ 887.47	
1. COMPENSATORY DAMAGES	0	0	\$ 0.00	
2. BACKPAY/FRONTPAY	0	0	\$ 0.00	
3. LUMP SUM PAYMENT	1	1	\$ 887.47	
4. ATTORNEY FEES AND COSTS	0	0	\$ 0.00	
5.				
6.				
7.				

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS	COUNSELINGS		
	TOTAL	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	2	2	
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.			
13.			

I. NON-ADR SETTLEMENTS	COUNSELINGS		
	TOTAL	COUNSELINGS	INDIVIDUALS
TOTAL	1	1	

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: Department of Defense Education Activity

REPORTING PERIOD: FY 2007

PART II - FORMAL COMPLAINT ACTIVITIES	
35	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
49	B. COMPLAINTS FILED
1	C. REMANDS
0	C.1. REMANDS (NOT INCLUDED IN A. OR B.)
1	C.2. REMANDS (INCLUDED IN A. OR B.)
84	D. TOTAL COMPLAINTS
82	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
35	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
47	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
49	J. INDIVIDUALS FILING COMPLAINTS
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			
1. WORK FORCE							
a. TOTAL WORK FORCE	15994						
b. PERMANENT EMPLOYEES	10843						
2. COUNSELOR							
	15		3				
a. FULL-TIME	10	66.67	0	0.00			
b. PART-TIME	0	0.00	3	100.00			
c. COLLATERAL DUTY	5	33.33	0	0.00			
3. 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			
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 - TOTAL							
	2	0	0	0	0	0	
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	2	0	0	0	0	0	
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0	
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0	
2. EXPERIENCED STAFF - TOTAL							
	13	3	0	0	0	0	
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	3	0	0	0	0	
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	13	0	0	0	0	0	
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0	
C. REPORTING LINE							
1.	DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?					YES	NO
						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: Alina Doreste-Johnson						
	TITLE: Chief, DME0						
4.	WHO DOES THAT PERSON REPORT TO?						
	PERSON: Dr. Joseph Tafoya						
	TITLE: Director, DoDEA						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

REPORTING PERIOD: FY 2007

AGENCY OR DEPARTMENT: Department of Defense Education Activity

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE
	RACE				SEX		NATIONAL ORIGIN		EQUAL PAY ACT			MENTAL	PHYSICAL			
	ASIAN/PACIFIC ISLANDER	BLACK	WHITE	OTHER	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE						
A. APPOINTMENT/TIME	0	1	0	1	1	0	0	1	1	0	0	0	2	10	4	4
B. ASSIGNMENT OF DUTIES	0	1	0	1	1	0	0	2	0	0	0	0	0	7	3	3
C. AWARDS	0	0	0	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	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	2	0	0	1	0	0	5	2	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	1	0	0	0	0	0	2	1	1
3. SUSPENSION	0	0	0	0	0	0	0	1	0	0	1	0	0	3	1	1
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.																
6.																
7.																
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	7	2	3	1	4	1	4	4	9	1	4	2	45	18	18
1. NON-SEXUAL	0	7	2	3	1	4	1	4	4	7	1	4	2	43	16	16
2. SEXUAL	0	0	0	0	0	0	0	0	0	2	0	0	0	2	2	2
J. MEDICAL EXAMINATION	0	0	1	0	0	0	0	0	0	0	0	1	1	4	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NOI-SELECTION	0	1	0	0	0	0	0	0	0	0	0	0	0	4	3	3
M. REASSIGNMENT	0	5	0	0	0	6	0	1	0	1	1	0	0	17	10	10
1. DENIED	0	0	0	0	0	1	0	1	0	0	0	0	0	2	1	1
2. DIRECTED	0	5	0	0	0	5	0	1	0	1	1	0	1	15	9	9
N. REASONABLE ACCOMMODATION	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
O. REINSTATEMENT	0	0	0	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	0	0	0
Q. TERMINATION	0	5	1	2	1	1	3	0	0	0	0	1	3	19	7	7
R. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	1	2	0	0	0	1	0	1	7	2	2
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1
T. TRAINING	0	0	0	0	0	0	0	1	1	0	0	0	1	4	1	1
U. OTHER (Please specify below)																
1.																
2.																
3.																
4.																
5.																
TOTAL ISSUES BY BASES	0	21	4	6	4	16	12	13	12	13	4	2	4	17	4	17
TOTAL COMPLAINTS FILED BY BASES	0	21	4	6	4	13	10	12	10	12	3	2	4	15	4	15
TOTAL COMPLAINTS BY BASES	0	21	4	6	4	13	10	12	10	12	3	2	4	15	4	15

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Department of Defense Education Activity REPORTING PERIOD: FY 2007

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

32	1. TITLE VII
14	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
10	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

56 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	37	10552	285.19
1. WITHDRAWALS	2	410	205.00
a. NON-ADR WITHDRAWALS	2	410	205.00
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	7	756	108.00
a. NON-ADR SETTLEMENTS	6	665	110.83
b. ADR SETTLEMENTS	1	91	91.00
3. FINAL AGENCY DECISIONS (B+C)	28	9386	335.21
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	21	3504	167.33
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	6	2227	371.17
3. DISMISSAL OF COMPLAINTS	15	1277	85.13
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	7	5882	840.29
1. AJ DECISION FULLY IMPLEMENTED (a+b)	7	5882	840.29
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	6	5517	919.50
(c) DISMISSAL OF COMPLAINTS	1	365	365.00
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

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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 (1+2+3)	6	363	60.50
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	3	248	82.67
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	1	57	57.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	2	191	95.50
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	2	44	22.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	2	44	22.00
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)	1	71	71.00
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	1	71	71.00

**PART VII - SUMMARY OF COMPLAINTS CLOSED WITH BENEFITS
DURING FORMAL COMPLAINT STAGE**

		AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	7	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	1	\$ 5000.00
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	0	\$ 0.00
3. COMPENSATORY DAMAGES	1	\$ 5000.00
C. CLOSURES WITH ATTORNEY FEES AND COSTS	2	\$ 12700.00
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	3	\$ 17700.00
E. CLOSURES WITH NON-MONETARY BENEFITS	4	
F. TYPES OF BENEFITS	NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH
	WITH MONETARY BENEFITS	NON-MONETARY BENEFITS
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	2
a. RETROACTIVE	0	1
b. NON-RETROACTIVE	0	1
3. EXPUNGEMENTS	0	3
4. REASSIGNMENTS	0	0
5. REMOVALS RESCINDED	0	1
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	1
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	1
11. LEAVE RESTORED	0	1
12. LUMP SUM PAYMENT	0	0
13. Comp Damages	1	0
14. Attorney Fees and Voluntary Resignation	0	2

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AGENCY OR DEPARTMENT: Department of Defense Education Activity **REPORTING PERIOD: FY 2007**

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	47	13104		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	24	2455	102.29	297
3. COMPLAINTS PENDING IN HEARINGS	17	8359	491.71	920
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	6	2290	381.67	444

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	23	6009	261.26
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	23	6009	261.26
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	4	671	167.75
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	17	4460	262.35
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	17	4460	262.35
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	2	878	439.00
2. AGENCY INVESTIGATION COSTS	\$ 105156.00		4572.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (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
4. CONTRACTOR INVESTIGATION COSTS	\$ 0.00		0.00

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PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS					
1.	ADR OFFERED BY AGENCY	22	22		
2.	REJECTED BY COUNSELEE	7	7		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	15	15		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS		8	8		
1.	INHOUSE	7	7		
2.	ANOTHER FEDERAL AGENCY	1	1		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS		8	8	133	16.63
1.	MEDIATION	8	8	133	16.63
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.					
10.					
11.					
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	15	15	233	15.53
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	3	3	46	15.33
b.	NO FORMAL COMPLAINT FILED	2	2	4	2.00
c.	NO RESOLUTION	3	3	81	27.00
d.	NO ADR ATTEMPT	7	7	102	14.57
e.	DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: Department of Defense Education Activity

REPORTING PERIOD: FY 2007

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1.	ADR OFFERED BY AGENCY	2	2		
2.	REJECTED BY COMPLAINANT	0	0		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES		2	2		
1.	INHOUSE	2	2		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES		2	2	30	15.00
1.	MEDIATION	2	2	30	15.00
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.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	2	2	30	15.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	1	1.00
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	1	1	29	29.00
d.	NO ADR ATTEMPT	0	0	0	0.00
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTAL)	1	1	\$ 5000.00	
a.	COMPENSATORY DAMAGES	1	1	\$ 5000.00	
b.	BACKPAY/FRONTPAY	0	0	\$ 0.00	
c.	LUMP SUM	0	0	\$ 0.00	
d.	ATTORNEY FEES AND COSTS	0	0	\$ 0.00	
e.				\$	
f.				\$	
g.				\$	
2.	NON-MONETARY (INSERT TOTAL)	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.					
m.					

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

AGENCY OR DEPARTMENT: Department of Defense Education Activity **REPORTING PERIOD:** FY 2007

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

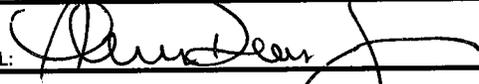
EEO ADR TRAINING AND RESOURCES

		NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	442	387
2.	EMPLOYEES	15552	10156
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		15994	
C. RESOURCES AVAILABLE FOR ADR		15	
1.	IN-HOUSE FULL TIME	0	
2.	IN-HOUSE PART TIME	0	
3.	IN-HOUSE COLLATERAL DUTY	15	
4.	CONTRACT	0	
D. ADR FUNDING SPENT		AMOUNT	
		\$ 21000.00	

CERTIFICATION AND CONTACT INFORMATION

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

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Aljna Doreste-Johnson, Chief, DMEO

SIGNATURE OF CERTIFYING OFFICIAL: 

TYPED NAME AND TITLE OF PREPARER: Theodore Agnew, EEO Specialist

SIGNATURE OF PREPARER: 

DATE: 11/2/2007 **TELEPHONE NUMBER:** 703-588-3236 **E-MAIL:** theodore.agnew@hq.dodea.edu

This report is due to the following address on or before October 31st:
 U.S. Equal Employment Opportunity Commission
 Office of Federal Operations
 Federal Sector Programs
 1801 L Street, NW
 Washington, DC 20507

Appendix A - Comments

Part 1

DDEA - I.D.3.c Counselings - All of the cases in Part II.B (49 cases) have a Formal filed date in the current FY. However; one of the cases in Part II.B has an informal closure date in FY05 (Closed with a Notice of Right to File Formal). Therefore, it cannot also be counted in Part I.D.3.C (48 cases). All cases counted in Part I.D.3.C must have an Informal closure date in the current FY.

Part 2

DDEA - II.A - Now using an automated complaints tracking system (iComplaints) and events in previous year cases were adjusted after the FY06 reporting period.

Part 3

DDEA - III.B.1 Coun/Agency - DoDEA uses IRD Investigators for all investigations.

Part 8

DDEA - VIII.A Number Pending - Part VIII.A.2 are cases with an Investigation start date in FY07 or have filed Formal and are still pending an Investigation end date.

DDEA - VIII.A.3 Number Pending - Information regarding oldest case:

The Complainant name is Brenda Granger, case #

EU-FY05-04. Events are as follows:

Filed Formal on 03/25/05

Investigator Requested on 05/18/05

ROI Complete and Submitted on 10/28/05

Complainant Requested Hearing on 12/15/05

Received Decision from EEOC/OFO on 09/14/07

Final Order Issued on 10/16/07

Part 9

DDEA - IX.A.1.c Total - Explanation of why Investigations are untimely:

Case #1

Investigator Requested on 03/31/06

Investigation Complete on 12/01/06

ROI Complete and Submitted on 05/14/07

Case #2

Investigator Requested on 11/27/06

Investigation Complete on 08/24/07

ROI Complete and Submitted on 09/18/07