

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

AGENCY OR DEPARTMENT: DOE National Nuclear Security Administration

REPORTING PERIOD: FY 2014

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>		
C.1. COUNSELED WITHIN 30 DAYS	19	19
C.2. COUNSELED WITHIN 31 TO 90 DAYS	7	6
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	10	10
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	7	7
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	1	1
C.3. COUNSELED BEYOND 90 DAYS	2	2
C.4. COUNSELED DUE TO REMANDS	0	0
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	3	3
D.2. INITIATED DURING THE REPORTING PERIOD	19	18
D.3. COMPLETED/ENDED COUNSELINGS	19	19
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	1	1
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	2	2
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	14	13
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	2	2
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	3	3

**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	0	0
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 REMOVALS RESCINDED	0	0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F.9.a. RESCINDED	0	0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	0	0
F.11. LEAVE RESTORED	0	0
F.12.	0	0
F.13.	0	0

**G. ADR SETTLEMENTS WITH MONETARY BENEFITS**

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$3,708.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	1	1	\$3,708.00
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	1	1
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	1	1
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	1	1
H.11. LEAVE RESTORED	0	0
H.12.	0	0
H.13.	0	0

**I. NON-ADR SETTLEMENTS**

	COUNSELING	INDIVIDUALS
TOTAL	0	0

**PART II - FORMAL COMPLAINT ACTIVITIES**

20	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
14	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
1	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
34	D. TOTAL COMPLAINTS
32	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
9	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
2	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
1	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
25	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
13	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
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	2,381			
A.1.b. PERMANENT EMPLOYEES	2,366			
<b>A.2. COUNSELOR</b>	18		0	
A.2.a. FULL-TIME	0	0	0	0
A.2.b. PART-TIME	0	0	0	0
A.2.c. COLLATERAL DUTY	18	100	0	0
<b>A.3. INVESTIGATOR</b>	0		6	
A.3.a. FULL-TIME	0	0	6	100
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
<b>A.4. COUNSELOR/INVESTIGATOR</b>	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>B.1. NEW STAFF - TOTAL</b>	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>B.2. EXPERIENCED STAFF - TOTAL</b>	18	0	0	6	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	14	0	0	6	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	1	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	3	0	0	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	Debra Parrish	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES X	NO
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 Debra Parrish	
	TITLE	Office of Civil Rights Manager	
4.	WHO DOES THAT PERSON REPORT TO?	PERSON Frank G. Klotz	
	TITLE	Under Secretary for Nuclear Security and Administrator, NNSA	

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	1	0	0	1	0	0	1	0	1	14	14	14
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	6	6	6
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	3	3	3
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	3	3	3
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0
E.5 5.	0	0	0	0	0	0	0	0	0	0	0	0
E.6 6.	0	0	0	0	0	0	0	0	0	0	0	0
E.7 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	1	1	1
G. EVALUATION/APPRaisal	0	0	0	1	0	0	1	0	0	14	14	14
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	2	2	2
I. HARASSMENT	0	0	0	2	0	0	2	0	6	29	14	14
I.1. NON-SEXUAL	0	0	0	2	0	0	2	0	6	29	14	14
I.2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	8	8	8
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	0	0	8	8	8
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	1	7	7	7
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	3	3	3
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	2	7	7	7
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	1	4	4	4
T. TRAINING	0	0	0	0	0	0	0	0	0	3	3	3
U. OTHER	0	0	0	0	0	0	0	0	0	0	0	0
U.1. 1.	0	0	0	0	0	0	0	0	0	0	0	0
U.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	1	0	0	5	0	0	4	0	12			
TOTAL ALL COMPLAINTS FILED BY BASES	1	0	0	4	0	0	3	0	11			
TOTAL ALL COMPLAINANTS BY BASES	1	0	0	4	0	0	3	0	11			

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA				
	MALE	FEMALE		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	2	0	1	0			6	0	1	0	14	14	14	14
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			6	0	0	0	6	6	6	6
E.1. DEMOTION	0	0	0	0	0			0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0			3	0	0	0	3	3	3	3
E.3. SUSPENSION	0	0	0	0	0			3	0	0	0	3	3	3	3
E.4. REMOVAL	0	0	0	0	0			0	0	0	0	0	0	0	0
E.5. 5.	0	0	0	0	0			0	0	0	0	0	0	0	0
E.6. 6.	0	0	0	0	0			0	0	0	0	0	0	0	0
E.7. 7.	0	0	0	0	0			0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0			1	0	0	0	1	1	1	1
G. EVALUATION/APPRaisal	0	3	0	0	0			7	0	2	0	14	14	14	14
H. EXAMINATION/TEST	0	1	0	0	0			1	0	0	0	2	2	2	2
I. HARASSMENT	4	1	0	3	0			8	0	2	1	29	14	14	14
I.1. NON-SEXUAL	4	1	0	3	0			8	0	2	1	29	14	14	14
I.2. SEXUAL	0	0	0									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0			3	0	2	2	8	8	8	8
K. PAY INCLUDING OVERTIME	0	2	0	1	0	0	1	3	0	0	0	8	8	8	8
L. PROMOTION/NON-SELECTION	0	0	0	3	0			3	0	0	0	7	7	7	7
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			3	0	0	0	3	3	3	3
Q. TERMINATION	0	0	0	0	0			0	0	0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	2	0	0	0			3	0	0	0	7	7	7	7
S. TIME AND ATTENDANCE	0	0	0	0	0			3	0	0	0	4	4	4	4
T. TRAINING	0	0	0	0	0			2	0	1	0	3	3	3	3
U. OTHER	0	0	0	0	0			0	0	0	0	0	0	0	0
U.1. 1.	0	0	0	0	0			0	0	0	0	0	0	0	0
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	4	11	0	8	0	0	1	49	0	8	3				
TOTAL ALL COMPLAINTS FILED BY BASES	4	11	0	8	0	0	1	14	0	8	3				
TOTAL ALL COMPLAINANTS BY BASES	4	11	0	8	0	0	1	14	0	8	3				

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**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	1	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	1	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	1	0	0	0
2. Complaint Settlement Allegations	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0
2.2a. Number of Complaints Settled	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0
2.2b. Number of Complainants Settled With	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	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
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
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	0	0	1	0	0	0	0	1	0	2	0	0	0	0	0	2	0	0	0
<b>TOTAL FINAL ACTION FINDINGS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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**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	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	
1.1a. Number of Counselings Settled	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	
1.1b. Number of Counselees Settled With	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	
2. Complaint Settlement Allegations	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	
2.2a. Number of Complaints Settled	0	1	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	
2.2b. Number of Complainants Settled With	0	1	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	
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	
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	1	0	0	0	0	0	0	1	1	0	2	0	0	0	1	0	0	0	0	0	0	1	0	1	
<b>TOTAL FINAL ACTION FINDINGS</b>	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: DOE National Nuclear Security Administration

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

9	A.1. TITLE VII
0	A.1.a. PREGNANCY DISCRIMINATION ACT (PDA)
4	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3	A.3. REHABILITATION ACT
1	A.4. EQUAL PAY ACT (EPA)
2	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
19	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	10	6544	654.40
A.1. WITHDRAWALS	1	5	5.00
A.1.a. NON-ADR WITHDRAWALS	1	5	5.00
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	2	1035	517.50
A.2.a. NON-ADR SETTLEMENTS	2	1035	517.50
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	7	5504	786.29
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	4	2663	665.75
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	4	2663	665.75
B.3. DISMISSAL OF COMPLAINTS	0	0	0.00
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	3	2841	947.00
C.1. AJ DECISION FULLY IMPLEMENTED	3	2841	947.00
C.1.a. FINDING DISCRIMINATION	0	0	0.00
C.1.b. FINDING NO DISCRIMINATION	3	2841	947.00
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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**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	4	899	224.75
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	1	130	130.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	1	130	130.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	1	139	139.00
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	139	139.00
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)	2	630	315.00
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	2	630	315.00

**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	1	\$38,000.00
B.1. BACK PAY/FRONT PAY	1	\$8,000.00
B.2. LUMP SUM PAYMENT	0	\$0.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	1	\$30,000.00
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	0	1
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	0	0
F.11. LEAVE RESTORED	0	0
F.12.	0	0
F.13.	0	0
F.14.	0	0

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

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	25	10564			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	3	181	60.33	81	
A.2. COMPLAINTS PENDING IN INVESTIGATION	4	758	189.5	287	
A.3. COMPLAINTS PENDING IN HEARINGS	12	5394	449.5	1105	480-2012-00473X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	6	4231	705.17	1288	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	12	3220	268.33
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	12	3220	268.33
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	2	350	175.00
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	10	2870	287.00
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	10	2870	287.00
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	\$64,153.00		\$5,346.08

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**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY		3	3		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)		0	0		
B.3. INTENTIONALLY LEFT BLANK					
B.4. TOTAL ACCEPTED INTO ADR PROGRAM		3	3		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		COUNSELING	INDIVIDUALS		
C.1. INHOUSE		1	1		
C.2. ANOTHER FEDERAL AGENCY		0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)		2	2		
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 COMPLETED/ENDED COUNSELINGS (TOTALS)		COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D.1. MEDIATION		3	3	378	126.00
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. 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		3	3	378	126.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)		1	1	196	196.00
E.1.b. NO FORMAL COMPLAINT FILED		0	0	0	0.00
E.1.c. COMPLAINT FILED					
E.1.c.i. NO RESOLUTION		2	2	182	91.00
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

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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**

<b>A. NO LONGER COLLECTED</b>	
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	2381
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	1
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)	1
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0
	AMOUNT
<b>D. EEO ADR FUNDING SPENT</b>	\$3,657.45

**E. EEO ADR CONTACT INFORMATION**

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Debra Parrish
E.2. TITLE	EEO Manager
E.3. TELEPHONE NUMBER	505-845-6021
E.4. EMAIL	Debra.Parrish@nnsa.doe.gov

**F. EEO ADR PROGRAM INFORMATION**

	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
F.1a. If yes, is there a written policy requiring the participation?		
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, 2013 through September 30, 2014 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	Debra Parrish
TITLE OF CERTIFYING OFFICIAL:	EEO Manager
TELEPHONE NUMBER:	(505) 845-6021
E-MAIL:	debra.parrish@nnsa.doe.gov
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	30-10-2014

NAME OF PREPARER:	Suzanne Sandoval
TITLE OF PREPARER:	EEO Specialist
TELEPHONE NUMBER:	(505) 845-6385
E-MAIL:	suzanne.sandoval@nnsa.doe.gov
DATE:	30-10-2014

The FY 2014 Form 462 report must be "Accepted" or "Finalized" by EEOC by October 31, 2014 to be considered timely.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
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## Form 462 Comments

Part Name	COMMENT( expression left   evaluation symbol   expression right   value1   value2   comment )
<b>Part I</b>	<p>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)   3   3   A: Numbers are same as last year.</p> <p>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)   3   3   A: Numbers are same as last year.</p>
<b>Part II</b>	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)   20   19   A: Complaints on hand at the beginning of the current reporting period equals 20. Compliants on hand at the end of reporting period for previous year equal 18. Further evaluation revealed inaccurate reporting last year.
<b>Part III</b>	B.2.c. Staff Receiving No Training At All (counselors Agency)   >   0   3   0   3 EEO Counselors did not receive annual refresher training for FY14
<b>Part VIII</b>	A -- Total   =   Part II.I   25   25
<b>Part X</b>	D1 -- Mediation - Average Days   between   0 and 100   126   100   No mediations used as ADR technique
<b>Part XII</b>	B. -- Employees That Can Participate In Eeo Adr   <=   Part III.A.1.a   2381   2381   Agency utilizes one outside contractor for ADR services