



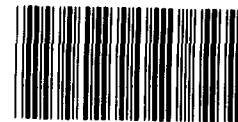
United States
General Accounting Office
Washington, D.C. 20548

General Government Division

B-249145

December 31, 1992

The Honorable Gerry Sikorski
Chairman, Subcommittee on the
Civil Service
Committee on Post Office and Civil Service
House of Representatives



148237

The Honorable Constance Morella
Ranking Minority Member
Subcommittee on the Civil Service
Committee on Post Office and Civil Service
House of Representatives

This letter supplements our letter of November 5, 1992 (GAO/GGD-93-6R), which provided numeric data on equal employment opportunity (EEO) discrimination complaints at smaller federal agencies. It corrects and explains further some of the data in the November 5 letter.

We obtained the data on EEO complaint processing from reports agencies annually prepare and submit to the Equal Employment Opportunity Commission (EEOC) and from the EEOC's annual reports on complaint processing.¹ We sent copies of the November 5 letter to the agencies named in it. One of those agencies, the Federal Maritime Commission, subsequently informed us that certain data it had reported to EEOC and included in our letter were incorrect. It also provided us with the correct information. Accordingly, we have revised Enclosure V to the November 5 letter, a copy of which is inclosed.

We also amended a footnote to Enclosure V to give a fuller explanation as to why the numbers in Enclosure V may be larger than the numbers of complaints filed. Enclosure V provides the bases of alleged discrimination for

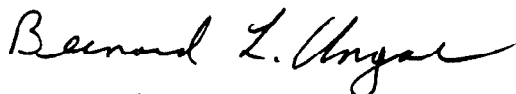
¹The EEOC requires executive branch agencies with 100 or more employees to submit each year information on their equal employment opportunity discrimination complaint processing. Agencies do so using EEOC Form 462 Federal Equal Employment Opportunity Annual Statistical Report of Discrimination Complaints.

complaints filed in fiscal years 1988, 1989, 1990, and 1991. National origin, race, sex, handicap, age, reprisal, and religion are bases for complaints. And complainants can allege one or more as the basis for their complaints. In addition, the same basis may be cited more than once in a complaint. Let me explain.

Complaints involve issues, such as nonreceipt of training or promotions, that complainants want addressed. The form agencies currently use to report complaint data lists 22 categories of issues including "other" and asks agencies to report the basis (race, sex, etc.) for each issue. A complaint may include multiple issues and multiple bases. For example, a female employee may allege that she was denied assignments, training, and promotions because of her race and sex. On the reporting form this one complaint would result in race being marked three times and sex being marked three times. Because the agency-completed forms were the source of Enclosure V, it reflects the counting of bases by issue.

A final point, there is another inconsistency between Enclosure V and Enclosure III to the November 5 letter. Enclosure III lists the number of complaints filed by agency and year. Two agencies reported one complaint in a specific year but did not report the basis of the complaint.²

Please contact me on (202) 275-5074 or Steve Wozny on (202) 606-1917 if you or your staff have any questions concerning this data.



Bernard L. Ungar
Director, Federal Human Resource
Management Issues

Enclosure

²The agencies and years were the Farm Credit Administration (fiscal year 1988) and the National Endowment for the Humanities (fiscal year 1989).

**BASES OF ALLEGED DISCRIMINATION FOR COMPLAINTS IN FISCAL YEARS
1988 - 1991 BY AGENCIES WITH 100 TO 2,500 EMPLOYEES**

**Table V.1: Bases of Alleged Discrimination for Complaints Filed
in Fiscal Year 1988 by Agencies with 100 to 2,500 Employees**

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	0	0	1	2	0	1	1
Administrative Office of the United States Courts	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	1	0	0	0
Consumer Product Safety Commission	1	0	1	0	1	0	1
Farm Credit Administration	0	0	0	0	0	0	0
Federal Communications Commission	0	1	0	0	0	0	0
Federal Election Commission	0	0	0	0	0	0	0
Federal Emergency Management Agency	0	15	12	1	1	0	0
Federal Energy Regulatory Commission	1	4	2	0	1	0	0
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	1	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0
Federal Reserve System	0	1	0	1	0	0	0
Federal Trade Commission	0	2	0	0	0	0	0
Interstate Commerce Commission	0	1	0	0	0	0	2
Merit Systems Protection Board	0	2	2	1	2	3	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
National Archives and Records Administration	7	22	13	1	0	6	0
National Credit Union Administration	2	3	2	1	4	1	0
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	1	1	0	0	0	0
National Gallery of Art	0	0	0	0	0	0	0
National Labor Relations Board	10	7	7	2	10	14	0
National Science Foundation	0	4	0	3	1	3	1
Overseas Private Investment Corporation	0	0	0	0	0	0	0
Panama Canal Commission	6	2	2	6	2	4	0
Pension Benefit Guaranty Corporation	0	3	2	0	0	1	0
Railroad Retirement Board	0	2	4	0	2	1	0
Securities and Exchange Commission	0	2	0	1	2	5	0
Selective Service System	0	0	0	0	0	1	0
United States Arms Control and Disarmament Agency	0	0	1	0	0	0	0
United States International Trade Commission	0	1	0	0	0	0	1
United States Soldiers' and Airmen's Home	0	0	1	0	0	0	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	0	1	1	0	0	0	0
Defense Nuclear Agency	3	2	5	0	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
Office of the Inspector General	0	2	1	0	0	1	0
Office of the Secretary	0	3	1	0	0	0	0
Office of Civilian Health and Medical Program of the Uniformed Services	0	0	0	0	0	0	0
Uniformed Services University of the Health Sciences	0	0	0	0	0	0	0
Total	30	81	59	20	26	42	6

Note 1: The International Boundary and Water Commission, United States and Mexico, and the John F. Kennedy Center for the Performing Arts did not report this information for fiscal year 1988.

Note 2: Neither EEOC nor OMB were able to provide OMB's fiscal year 1988 statistical report on discrimination complaints.

Note 3: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis and/or cite the same basis more than once. The latter can occur when the complaint involves more than one issue (e.g., nonreceipt of training and promotion) and the basis for each issue is cited. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1988.

Table V.2: Bases of Alleged Discrimination for Complaints Filed in Fiscal Year 1989 by Agencies with 100 to 2,500 Employees

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	0	0	0	0	0	2	0
Administrative Office of the United States Courts	0	7	7	4	0	4	0
Commodity Futures Trading Commission	1	1	1	0	2	1	1
Consumer Product Safety Commission	2	6	1	2	1	0	1
Farm Credit Administration	0	0	0	0	0	0	0
Federal Communications Commission	0	1	1	0	0	0	0
Federal Election Commission	0	0	0	0	0	0	0
Federal Emergency Management Agency	0	4	1	0	1	0	1
Federal Energy Regulatory Commission	6	14	11	0	0	2	4
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	1	0	0	0	0
Federal Reserve System	0	1	1	0	0	0	0
Federal Trade Commission	0	0	2	0	4	0	0
Interstate Commerce Commission	0	1	1	0	0	0	0
Merit Systems Protection Board	0	0	3	0	2	1	1
National Archives and Records Administration	0	27	8	2	2	6	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
National Credit Union Administration	1	0	1	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0
National Gallery of Art	1	5	17	0	0	0	3
National Labor Relations Board	1	9	1	0	3	4	0
National Science Foundation	0	1	1	0	0	3	0
Office of Management and Budget	0	2	1	0	0	0	0
Overseas Private Investment Corporation	2	2	0	0	0	1	0
Panama Canal Commission	4	0	2	0	1	4	0
Pension Benefit Guaranty Corporation	0	3	4	0	3	3	0
Railroad Retirement Board	1	8	7	0	0	5	0
Securities and Exchange Commission	3	4	4	5	0	1	0
Selective Service System	0	3	0	0	0	2	0
United States Arms Control and Disarmament Agency	0	0	0	0	0	0	0
United States International Trade Commission	2	1	0	0	1	0	0
United States Soldiers' and Airmen's Home	0	3	3	0	2	0	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	1	1	0	0	0	0	0
Defense Nuclear Agency	1	3	0	2	1	0	1

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
Office of the Inspector General	0	4	3	0	0	0	0
Office of the Secretary	0	3	2	1	0	1	0
Office of Civilian Health and Medical Program of the Uniformed Services	0	0	3	0	1	0	0
Uniformed Services University of the Health Sciences	0	0	0	0	0	0	0
Total	26	114	87	16	24	40	12

Note 1: The International Boundary and Water Commission, United States and Mexico, and the John F. Kennedy Center for the Performing Arts did not report this information for fiscal year 1989.

Note 2: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis and/or cite the same basis more than once. The latter can occur when the complaint involves more than one issue (e.g., nonreceipt of training and promotion) and the basis for each issue is cited. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1989.

Table V.3: Bases of Alleged Discrimination for Complaints Filed in Fiscal Year 1990 by Agencies with 100 to 2,500 Employees

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	1	0	1	2	2	4	0
Administrative Office of the United States Courts	0	1	0	0	0	1	0
Commodity Futures Trading Commission	0	2	0	0	0	1	0
Consumer Product Safety Commission	3	4	0	3	2	0	0
Farm Credit Administration	0	0	0	0	0	0	0
Federal Communications Commission	0	4	6	0	0	3	0
Federal Election Commission	0	0	0	1	0	0	0
Federal Emergency Management Agency	0	3	4	0	5	1	0
Federal Energy Regulatory Commission	2	32	11	0	12	5	0
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	1	0
Federal Mediation and Conciliation Service	0	0	1	0	0	0	0
Federal Reserve System	0	2	1	0	2	1	0
Federal Trade Commission	0	1	1	1	0	4	0
Interstate Commerce Commission	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0
Merit Systems Protection Board	1	6	9	0	2	7	0
National Archives and Records Administration	3	48	34	4	3	33	1

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
National Credit Union Administration	3	2	2	2	0	1	0
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	3	1	0	0	0	0
National Gallery of Art	0	1	0	1	0	0	0
National Labor Relations Board	1	21	4	2	5	12	0
National Science Foundation	0	2	2	0	0	1	2
Office of Management and Budget	0	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0
Panama Canal Commission	4	3	1	4	2	6	0
Pension Benefit Guaranty Corporation	0	9	10	0	1	5	0
Railroad Retirement Board	0	4	1	0	0	0	0
Securities and Exchange Commission	4	3	5	5	1	4	0
Selective Service System	0	12	5	3	3	9	0
United States Arms Control and Disarmament Agency	0	1	0	0	0	1	0
United States International Trade Commission	0	0	0	0	0	0	0
United States Soldiers' and Airmen's Home	1	12	2	0	1	1	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	1	6	3	3	1	0	0
Defense Nuclear Agency	0	0	0	0	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
Office of the Inspector General	1	7	3	1	2	4	1
Office of the Secretary	0	1	0	0	0	1	0
Office of Civilian Health and Medical Program of the Uniformed Services	0	0	0	2	0	2	0
Uniformed Services University of the Health Sciences	0	1	0	0	0	0	0
Total	25	191	107	34	44	108	4

Note 1: The International Boundary and Water Commission, United States and Mexico, did not report this information for fiscal year 1990.

Note 2: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis and/or cite the same basis more than once. The latter can occur when the complaint involves more than one issue (e.g., nonreceipt of training and promotion) and the basis for each issue is cited. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1990.

Table V.4: Bases of Alleged Discrimination for Complaints Filed in Fiscal Year 1991 by Agencies with 100 to 2,500 Employees

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	0	10	10	4	8	3	0
Administrative Office of the United States Courts	0	0	0	0	1	0	0
Commodity Futures Trading Commission	1	4	2	1	4	0	0
Consumer Product Safety Commission	0	0	0	0	2	0	0
Farm Credit Administration	0	0	0	0	3	0	0
Federal Communications Commission	0	4	6	0	0	4	0
Federal Election Commission	0	0	0	0	0	0	0
Federal Emergency Management Agency	2	6	1	0	2	5	0
Federal Energy Regulatory Commission	1	3	1	0	3	2	0
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0
Federal Reserve System	0	2	1	0	0	0	0
Federal Trade Commission	0	0	0	0	1	0	0
International Boundary and Water Commission, United States and Mexico	0	0	0	0	0	0	0
Interstate Commerce Commission	0	0	0	1	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0
Merit Systems Protection Board	0	0	0	0	0	0	0
National Archives and Records Administration	1	43	31	3	4	10	0
National Credit Union Administration	2	2	0	4	7	0	1
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	2	0	0	0	0	0
National Gallery of Art	0	4	2	0	0	0	0
National Labor Relations Board	6	4	7	4	4	7	1
National Science Foundation	0	8	11	0	3	5	0
Office of Management and Budget	0	1	1	0	1	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0
Panama Canal Commission	2	1	0	4	0	2	0
Pension Benefit Guaranty Corporation	0	0	0	0	0	0	0
Railroad Retirement Board	0	2	1	1	1	0	0
Securities and Exchange Commission	6	26	11	0	9	8	0
Selective Service System	0	5	5	0	0	5	0
United States Arms Control and Disarmament Agency	0	0	0	0	0	0	0
United States International Trade Commission	0	0	0	0	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
United States Soldiers' and Airmen's Home	2	12	0	1	2	2	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	0	1	0	3	2	5	0
Defense Nuclear Agency	0	0	0	0	0	0	0
Office of the Inspector General	0	0	0	0	0	0	0
Office of the Secretary	0	6	8	2	1	0	1
Office of Civilian Health and Medical Program of the Uniformed Services	1	0	1	0	0	3	0
Uniformed Services University of the Health Sciences	0	0	0	0	0	0	0
Total	24	146	99	28	58	61	3

Note: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis and/or cite the same basis more than once. The latter can occur when the complaint involves more than one issue (e.g., nonreceipt of training and promotion) and the basis for each issue is cited. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1991.