

FY 2003 EEO COMPLAINTS PROCESSING SUMMARY
EEO OFFICE, FORT BLISS, TEXAS

Complaints Internal Tracking and Monitoring:

The EEO office designed an internal and tracking monitoring system for complaints processed on a quarterly and annual basis. Our system tracks the complaint through the various stages of the complaint processing-- from the time it is filed in the informal stage; through mediation (when applicable) to the formal stages. Moreover, the complaints statistical information gathered, serves to prepare reports required by the Department of the Army (DA), Installation Management Agency (IMA) and the Equal Employment Opportunity Commission (EEOC). The information is utilized for providing information for the 462 Report, which also uses the information provided to comply with the No Fear Act public disclosure requirements.

Complaints Processed in FY 2003:

The EEO Office processed a total of 22 complaints in FY 2003. Of the 22 complaints 6 or 27% were from Fort Bliss; 7 or 32% from William Beaumont Army Medical Center (WBAMC); 6 or 27% were from tenant activities; 2 or 9% were from job applicants and 1 or 5% was from a contract employee. The following is the disposition of the 22 complaints:

Fort Bliss: 6 informal complaints progressed as follows: 1 filed with the MSPB; 2 did not pursue their complaint; 2 went to the formal stage and 1 complaint was settled through mediation.

WBAMC: 5 of the 7 complaints were settled through mediation. Currently there are two complaints in the formal stage of which 1 is on appeal.

There were no complaints cases remanded to the installation.

Title VII Basis of Complaints:

<u>Basis</u>	<u>Fort Bliss</u>	<u>WBAMC</u>	<u>Applicants/Tenants</u>
Race/Nat.Ori.	2	3	2
Sex/Gender	4	1	4
Disability	1	2	2
Reprisal	0	1	1

FY 2003 EEO TRAINING IN THE
PREVENTION OF SEXUAL HARASSMENT (POSH)

Total new civilian employees trained: 386

Refresher training for employees and supervisors: 101

Web based training: 603

Total number of employees/supervisors trained in POSH: 1090