

complaints filed under applicable civil rights statutes including resolution of issues under the Alternative Dispute Resolution process¹; (3) administering grants to HBCU faculty and graduate and undergraduate students, which affords these individuals opportunities to participate in NRC's scientific, engineering, and research activities; and (4) ensuring that small, 8(a), disadvantaged, and women-owned businesses have full and fair opportunity to participate in NRC procurement activities. SBCR has no sun-setting activities.

Significant changes include funding increases as follows: (1) \$11K in the Civil Rights Program for projected costs in implementing an ADR process and (2) \$80K in the HBCU Program for additional research grants. A \$15K decrease will occur in MD since funding for the initial training of managers, supervisors, and employees was provided in Fiscal Years 1999 and 2000. Funding in Fiscal Year 2001 and subsequent years will support training for new employees.

Fiscal Year 2002: Provides 8 FTE and \$440K for SBCR programs and initiatives as described above. Increases from Fiscal Year 2001 include 1 FTE to support additional SBCR responsibilities in the Civil Rights Program for implementing and managing an ADR Process; performing EEO data analysis and conducting the semi-annual EEO briefings to the Commission; implementing the Agency's managing diversity process; and partnership with HR for recruiting and managing a diverse, high quality workforce. The \$3K requested funding increase will be used in the Affirmative Action Program to support EEO Advisory Committee training.

Major Changes in Fiscal Year 2003: Provides 8 FTE and \$465K for SBCR programs and initiatives as previously described. Increases from Fiscal Year 2002 include \$25K for the HBCU Program. This places the program's funding slightly below a level that would have been achieved if the annual funding was moderately increased since Fiscal Year 1994, in addition to restoring the \$30K that was cut in Fiscal Years 1999 and 2000.

¹Revised regulations implemented by the EEOC (29 CFR Part 1614) require federal agencies make available an Alternative Dispute Resolution process to resolve claims at the pre-complaint and formal stage of the discrimination complaint process.