

MEMORANDUM TO: Chairman Meserve  
Commissioner Dicus  
Commissioner Diaz  
Commissioner McGaffigan  
Commissioner Merrifield

January 3, 2003

FROM: William D. Travers */RA/*  
Executive Director for Operations

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EEO PROGRAM (SECY-02-0182)

In response to the attached Staff Requirements Memorandum (SRM), the staff is providing the following information:

**Provide data on how the number of formal EEO complaints per year at NRC compares with the number at other Federal agencies.**

Each year the Equal Employment Opportunity Commission issues a report to the President and to Congress entitled, "Annual Report on the Federal Workforce," which includes demographic and discrimination complaint data for cabinet level, mid-size, and small agencies. For purposes of this report, NRC is designated as a small agency (2000 - 4000 permanent employees) along with eight other agencies: National Archives & Records Administration (NARA), Agency for International Development (AID), Federal Communication Commission (FCC), Equal Employment Opportunity Commission (EEOC), Government Printing Office (GPO), Office of Personnel Management (OPM), National Labor Relations Board (NLRB), and the Securities & Exchange Commission (SEC). Comparative data used includes formal complaints, pre-complaint counseling, and use of the Alternative Dispute Resolution (ADR) process.

During FY 2001, only two of the nine agencies had fewer formal complaints filed than NRC, as listed:

EEOC	35
GPO	31
OPM	28
NLRB	24
SEC	21
NARC	18
NRC	15
AID	10
FCC	8

CONTACT: Irene Little, SBCR  
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In the area of informal allegations of discrimination, NRC ranked third from the bottom with 36 allegations, as reflected in the data below:

FCC	178 counseled
EEOC	96 counseled
GPO	60 counseled
NARC	50 counseled
NLRB	47 counseled
OPM	38 counseled
NRC	36 counseled
SEC	28 counseled
AID	17 counseled

Eight of the nine agencies utilized the ADR process in an attempt to resolve EEO cases. As shown below, NRC had the second highest success rate for settling cases through the ADR process.

<u>Agency</u>	<u>Total ADRs</u>	<u>Cases Settled through ADR</u>
NARA	13	10 (77%)
NRC	10	6 (60%)
EEOC	4	2 (50%)
SEC	4	1 (25%)
NLRB	8	4 (50%)
GPO	1	0 (0%)
OPM	5	0 (0%)
AID	2	0 (0%)
FCC*		

\*ADR Process not used

Attachment: As stated

cc: SECY  
CFO  
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 OPA  
 ADM

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