

**COMPONENT:** U.S. Department of Justice

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3<sup>rd</sup> Quarter FY 2008</b>	<b>4th Quarter FY 2008</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	1174	1183			1183
B. Filed during the quarter	160	182			342
C. Pending, at any time, during the quarter	1334	1365			1365
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3rd Quarter FY 2008</b>	<b>4th Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	1116	1143			1143
B. Who filed a complaint during this quarter	159	181			340
C. Who had a complaint pending at any time during this quarter	1270	1317			1270
D. Who filed two or more complaints during this quarter	1	2			3
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2nd Quarter FY 2008</b>	<b>3rd Quarter FY 2008</b>	<b>4th Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis					
1. Race:	56	70			126
a. American Indian/Alaskan Native:	1	2			3
b. American Asian/Pacific Islander:	3	2			5
c. Black:	33	39			72
d. White:	19	27			46

2. Color:	2	4			6
3. Sex:	60	73			133
a. Male:	17	23			40
b. Female:	43	50			93
4. Age:	38	36			74
5. Religion:	8	3			11
6. Reprisal:	71	84			155
7. National Origin:	9	11			20
a. Hispanic:	6	7			13
b. Other:	3	4			7
8. Equal Pay Act	0	0			0
a. Male:	0	0			0
b. Female	0	0			0
9. Disability:	24	43			67
10. Non-EEO Basis	4	12			16
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	1	9			10
2. Assignment of Duties	20	26			46
3. Awards:	6	3			9
4. Conversion to Full Time:	0	0			0
5. Disciplinary Action	25	24			49
a. Demotion	2	1			3
b. Reprimand	4	2			6
c. Suspension	4	8			12
d. Removal	5	7			13
e. Other:	10	6			16

6. Duty Hours	4	7			11
7. Evaluation/Appraisal	15	23			38
8. Examination/Test:	1	1			2
9. Harassment:	28	54			82
a. Non-sexual:	20	41			61
b: Sexual	8	13			21
10. Medical Examination:	2	2			4
11. Pay Including Overtime:	3	5			8
12. Promotion/Non-Selection	35	31			66
13. Reassignment:	10	4			14
a. Denied:	3	3			6
b. Directed:	7	1			8
14. Reasonable Accommodation:	9	13			22
15. Reinstatement:	0	2			2
16. Retirement:	0	0			0
17. Termination:	7	8			15
18: Terms & Conditions of Employment:	18	19			37
19. Time & Attendance:	9	18			27
20. Training:	8	7			15
21. Other:	13	17			30
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2nd Quarter FY 2008</b>	<b>3rd Quarter FY 2008</b>	<b>4th Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	290.1	293.3			291.7
B. Average number of days for Final Agency Decision:	436.6	411.6			424.1

C. Average number of days for Final Agency Action	346.8	326.3			336.5
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	58	43			101
E. Average number of days complaints were pending at the time of dismissal	110.5	190.7			150.6
<b>V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.</b>	<b>1<sup>st</sup> Quarter FY 2008 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2008 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2008 # / %</b>	<b>4<sup>th</sup> Quarter FY 2008 # / %</b>	<b>Year to Date Total</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter	4	8			12
B. Decisions finding discrimination without a hearing:	0	3			3
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:					
a. American Indian/Alaskan Native:					
b. American Asian/Pacific Islander:					
c. Black:					
d. White:					
2. Color:					
3. Sex:		2			2
a. Male:					
b. Female:		2			2
4. Age:					
5. Religion:					

6. Reprisal:					
7. National Origin:		2			2
a. Hispanic:		1			1
b. Other:		1			1
8. Equal Pay Act:					
a. Male:					
b. Female:					
9. Disability:		1			1
10. Non-EEO Basis					
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:					
2. Assignment of Duties:		1			1
3. Awards:					
4. Conversion to Full Time:					
5. Disciplinary Action:					
a. Demotion:					
b. Reprimand:					
c. Suspension:					
d. Removal:					
e. Other:					
6. Duty Hours:					
7. Evaluation/Appraisal:					
8. Examination/Test:					
9. Harassment:		2			2
a. Non-sexual:		1			1
b. Sexual:		1			1

10. Medical Examination:					
11. Pay Including Overtime:					
12. Promotion/Non-Selection:					
13. Reassignment:					
a. Denied:					
b. Directed:					
14. Reasonable Accommodation:		1			1
15. Reinstatement:					
16. Retirement:					
17. Termination:					
18. Terms/Conditions of Employment:					
19. Time and Attendance:					
20. Training:					
21. Other:					
E. Decisions involving discrimination after a hearing:	4	6			10
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	1				1
a. American Indian/Alaskan Native:					
b. American Asian/Pacific Islander:					
c. Black:					
d. White:	1				1
2. Color:					

3. Sex:	3				3
a. Male:	1				1
b. Female:	2				2
4. Age:					
5. Religion:					
6. Reprisal:	1	6			7
7. National Origin:	1				1
a. Hispanic:	1				1
b. Other:					
8. Equal Pay Act:					
a. Male:					
b. Female:					
9. Disability:	1				1
10. Non-EEO Basis					
G. Decisions involving discrimination after a hearing broken down by issue:					
1. Appointment/Hire:					
2. Assignment of Duties:		6			6
3. Awards:					
4. Conversion to Full Time:					
5. Disciplinary Action:					
a. Demotion:					
b. Reprimand:					
c. Suspension:					
d. Removal:					
e. Other:					
6. Duty Hours:		6			6

7. Evaluation/Appraisal:					
8. Examination/Test:					
9. Harassment:	1	6			7
a. Non-sexual:		6			6
b. Sexual:	1				1
10. Medical Examination:	1				1
11. Pay Including Overtime:		2			2
12. Promotion/Non-Selection:	1				1
13. Reassignment:		6			6
a. Denied:					
b. Directed:		6			6
14. Reasonable Accommodation:	1				1
15. Reinstatement:					
16. Retirement:					
17. Termination:	1				1
18. Terms/Conditions of Employment:		6			6
19. Time and Attendance:					
20. Training:					
21. Other:					
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2nd Quarter FY 2008</b>	<b>3<sup>rd</sup> Quarter FY 2008</b>	<b>4<sup>th</sup> Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	295	443			443
B. Number of complaints pending hearing:	186	192			192
C. Number of complaints pending final agency action:	101	87			87



D. Number of complaints pending decision on appeal:	48	74			74
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3<sup>rd</sup> Quarter FY 2008</b>	<b>4<sup>th</sup> Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	142	206			206