

COMPONENT: United States Marshals Service

EEO COMPLAINT DATA	1st Quarter FY 2004	2nd Quarter FY2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	52	68	61	58	58
B. Filed during the quarter	27	21	6	10	64
C. Pending, at any time, during the quarter	79	89	67	68	68
II. Number of Filers	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Who had a complaint pending at the start of the quarter	50	65	58	53	53
B. Who filed a complaint during this quarter	27	21	6	10	64
C. Who had a complaint pending at any time during this quarter	77	86	64	63	63
D. Who filed two or more complaints during this quarter	0	0	0	0	0
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	4	13	2	2	21
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	1	0	1
c. Black:	3	12	0	2	17
d. White:	1	1	1	0	3

2. Color:	0	0	0	0	0
3. Sex:	2	5	2	4	13
a. Male:	1	0	1	0	2
b. Female:	1	5	1	4	11
4. Age:	19	6	2	1	28
5. Religion:	1	1	0	0	2
6. Reprisal:	0	6	1	6	13
7. National Origin:	1	0	0	0	1
a. Hispanic:	1	0	0	0	1
b. Other:	0	0	0	0	0
8. Equal Pay Act	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female	0	0	0	0	0
9. Disability:	25	6	2	4	37
10. Non-EEO Basis	0	0	0	0	0
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	0	0	1	0	1
2. Assignment of Duties	2	13	0	1	16
3. Awards:	0	1	0	0	1
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	0	1	0	0	1
a. Demotion	0	0	0	0	0
b. Reprimand	0	0	0	0	0
c. Suspension	0	1	0	0	1
d. Removal	0	0	0	0	0
e. Other:	0	0	0	0	0

6. Duty Hours	0	0	0	0	0
7. Evaluation/Appraisal	0	1	2	0	3
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	3	2	6	11
a. Non-sexual:	0	3	1	5	9
b: Sexual	0	0	1	1	2
10. Medical Examination:	23	3	1	2	29
11. Pay Including Overtime:	0	11	0	0	11
12. Promotion/Non-Selection	0	2	0	3	5
13. Reassignment:	1	0	1	0	2
a. Denied:	0	0	0	0	0
b. Directed:	1	0	1	0	2
14. Reasonable Accommodation:	0	1	0	1	2
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	23	3	2	3	31
18: Terms & Conditions of Employment:	0	13	0	0	13
19. Time & Attendance:	1	1	0	0	2
20. Training:	1	13	0	0	14
21. Other:	1	1	0	0	2
IV. Time measurements All complaints pending at any time during the quarter	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Average number of days for Investigation:	198.6	183.4	232.2	224.7	209.7
B. Average number of days for Final Agency Decision:	678	196.5	213.3	361.5	362.3
C. Average number of days for	19.5	0	0	32	12.9

Final Agency Action					
D. Number of complaints dismissed pursuant to 29 CFR 1614.107(a)	4	24	4	6	38
E. Average number of days complaints were pending at the time of dismissal	100.5	99.4	85.25	54.5	84.9
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2004 # / %	2nd Quarter FY 2004 # / %	3rd Quarter FY 2004 # / %	4th Quarter FY 2004 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	0	0	0	0	0
B. Decisions finding discrimination without a hearing:	0	0	0	0	0
C. Decisions finding discrimination without a hearing broken down by basis:					
1. Race:	0	0	0	0	0
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0

6. Reprisal:	0	0	0	0	0
7. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
9. Disability:	0	0	0	0	0
10. Non-EEO Basis	0	0	0	0	0
D. Decisions finding discrimination without a hearing broken down by issue:					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action:	0	0	0	0	0
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	0	0	0	0	0
d. Removal:	0	0	0	0	0
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Evaluation/Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	0	0	0
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	0	0	0

10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	0	0
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	0	0	0
18. Terms/Conditions of Employment:	0	0	0	0	0
19. Time and Attendance:	0	0	0	0	0
20. Training:	0	0	0	0	0
21. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	0	0	0	0	0
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	0	0	0	0	0
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	0	0	0
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0

3. Sex:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	0	0	0
7. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
8. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
9. Disability:	0	0	0	0	0
10. Non-EEO Basis	0	0	0	0	0
G. Decisions involving discrimination after a hearing broken down by issue:					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action:	0	0	0	0	0
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	0	0	0	0	0
d. Removal:	0	0	0	0	0
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0

7. Evaluation/Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	0	0	0
a. Non-sexual:	0	0	0	0	0
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	0	0
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	0	0	0	0	0
18. Terms/Conditions of Employment:	0	0	0	0	0
19. Time and Attendance:	0	0	0	0	0
20. Training:	0	0	0	0	0
21. Other:	0	0	0	0	0
VI. Status of all pending complaints	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Number of complaints pending investigation:	35	29	26	13	13
B. Number of complaints pending hearing:	15	14	16	24	24
C. Number of complaints pending final agency action:	18	18	16	17	17

D. Number of complaints pending decision on appeal:	7	5	4	4	4
VII. Complaints not timely investigated	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR 1614.106(e)(2):	19	16	20	18	18