

**COMPONENT:** Executive Office for Immigration Review

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2<sup>nd</sup> Quarter FY2008</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	8	11	13		13
B. Filed during the quarter	3	2	4		9
C. Pending, at any time, during the quarter	11	13	17		17
<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	8	11	13		13
B. Who filed a complaint during this quarter	3	2	4		9
C. Who had a complaint pending at any time during this quarter	11	13	17		17
D. Who filed two or more complaints during this quarter					
<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:		1	0		1
a. American Indian/Alaskan Native:					
b. American Asian/Pacific Islander:					
c. Black:					
d. White:		1			1
2. Color:			1		1

3. Sex:	1	1			2
a. Male:		1			1
b. Female:	1				1
4. Age:	1	1			2
5. Religion:					
6. Reprisal:	1	2	1		4
7. National Origin:			1		1
a. Hispanic:					
b. Other:			1		1
8. Equal Pay Act					
a. Male:					
b. Female					
9. Disability:			4		4
10. Non-EEO Basis					
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:		2	1		3
2. Assignment of Duties					
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:	1				1
a. Non-sexual:	1				1
b: Sexual					
10. Medical Examination:					
11. Pay Including Overtime:					
12. Promotion/Non-Selection					
13. Reassignment:					
a. Denied:					
b. Directed:					
14. Reasonable Accommodation:					
15. Reinstatement:					
16. Retirement:			1		1
17. Termination:	1				1
18: Terms & Conditions of Employment:					
19. Time & Attendance:					
20. Training:					
21. Other:	1		2		3
<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:	365.50	275.20	270.17		270.17
B. Average number of days for Final Agency Decision:					
C. Average number of days for Final Agency Action					

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)					
E. Average number of days complaints were pending at the time of dismissal					
<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					
B. Decisions finding discrimination without a hearing:					
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:					
a. Male:					
b. Female:					
4. Age:					
5. Religion:					
6. Reprisal:					

7. National Origin:					
a. Hispanic:					
b. Other:					
8. Equal Pay Act:					
a. Male:					
b. Female:					
9. Disability:					
10. Non-EEO Basis					
D. Decisions finding discrimination without a hearing broken down by issue:					
1. Appointment/Hire:					
2. Assignment of Duties:					
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:					
a. Non-sexual:					
b. Sexual:					
10. Medical Examination:					

11. Pay Including Overtime:					
12. Promotion/Non-Selection:					
13. Reassignment:					
a. Denied:					
b. Directed:					
14. Reasonable Accommodation:					
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:					
F. Decisions involving discrimination after 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:					

a. Male:					
b. Female:					
4. Age:					
5. Religion:					
6. Reprisal:					
7. National Origin:					
a. Hispanic:					
b. Other:					
8. Equal Pay Act:					
a. Male:					
b. Female:					
9. Disability:					
10. Non-EEO Basis					
G. Decisions involving discrimination after a hearing broken down by issue:					
1. Appointment/Hire:					
2. Assignment of Duties:					
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:					
a. Non-sexual:					
b. Sexual:					
10. Medical Examination:					
11. Pay Including Overtime:					
12. Promotion/Non-Selection:					
13. Reassignment:					
a. Denied:					
b. Directed:					
14. Reasonable Accommodation:					
15. Reinstatement:					
16. Retirement:					
17. Termination:					
18. Terms/Conditions of Employment:					
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:					
B. Number of complaints pending hearing:	3	0	0		3
C. Number of complaints pending final agency action:	2	0	0		2
D. Number of complaints pending					



decision on appeal:					
<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):	1	1	0		2