

COMPONENT: U.S. Department of Justice

EEO COMPLAINT DATA	1st Quarter FY 2004	2nd Quarter FY 004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	1,211	1,194	1,142	1,110	1,110
B. Filed during the quarter	162	127	152	143	584
C. Pending, at any time, during the quarter	1,373	1,321	1,299	1,253	1,253
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	1,148	1,133	1,093	1,066	1,066
B. Who filed a complaint during this quarter	162	142	152	137	137
C. Who had a complaint pending at any time during this quarter	1,309	1,195	1,241	1,198	1,198
D. Who filed two or more complaints during this quarter	0	0	2	4	4
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:	129	77	89	76	371
a. American Indian/Alaskan Native:	0	1	1	0	2
b. American Asian/Pacific Islander:	3	3	9	2	11
c. Black:	107	48	55	47	257
d. White:	19	24	24	27	94

2. Color:	5	2	0	0	7
3. Sex:	117	110	143	63	433
a. Male:	23	37	66	16	142
b. Female:	94	73	77	47	291
4. Age:	46	46	65	49	206
5. Religion:	23	12	9	7	51
6. Reprisal:	123	131	144	59	457
7. National Origin:	21	41	31	31	124
a. Hispanic:	14	28	24	29	95
b. Other:	7	13	7	2	29
8. Equal Pay Act	1	0	0	0	1
a. Male:	0	0	0	0	0
b. Female	1	0	0	0	1
9. Disability:	62	37	48	35	182
10. Non-EEO Basis	3	5	1	2	11
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	4	3	5	2	14
2. Assignment of Duties	32	14	27	19	92
3. Awards:	10	6	3	1	20
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	20	22	51	19	112
a. Demotion	2	0	3	0	5
b. Reprimand	4	3	2	4	10
c. Suspension	8	3	10	5	23
d. Removal	3	7	30	5	45
e. Other:	3	9	6	5	23

6. Duty Hours	6	5	9	6	26
7. Evaluation/Appraisal	27	20	16	15	78
8. Examination/Test:	0	2	1	4	7
9. Harassment:	54	53	61	37	205
a. Non-sexual:	38	43	50	22	153
b: Sexual	16	10	11	15	52
10. Medical Examination:	0	0	0	0	1
11. Pay Including Overtime:	6	4	4	1	15
12. Promotion/Non-Selection	56	39	32	26	153
13. Reassignment:	10	16	14	14	54
a. Denied:	5	7	5	3	20
b. Directed:	5	9	9	11	34
14. Reasonable Accommodation:	8	9	5	6	28
15. Reinstatement:	1	0	1	1	3
16. Retirement:	0	1	0	0	1
17. Termination:	10	5	7	7	29
18: Terms & Conditions of Employment:	36	25	39	22	122
19. Time & Attendance:	12	14	10	20	56
20. Training:	4	8	7	8	27
21. Other:	8	7	21	6	42
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:	232.1	228.2	230.1	203.8	223.5
B. Average number of days for Final Agency Decision:	410.4	454.2	550.4	587.3	500.5

C. Average number of days for Final Agency Action	320.4	327.7	401.3	405.2	363.6
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	34	30	49	72	185
E. Average number of days complaints were pending at the time of dismissal	285.2	129.5	201.9	201.0	204.4
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	3	0	4	2	9
B. Decisions finding discrimination without a hearing:	1 (33.3%)	0	3 (75.0%)	1	5
C. Decisions finding discrimination without a hearing broken down by basis:					
1. Race:	1	0	0	0	1
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	1	0	0	0	1
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	1	0	1	0	2
a. Male:	0	0	0	0	0
b. Female:	1	0	1	0	2
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0

6. Reprisal:	1	0	1	1	3
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:	1	0	0	1	2
10. Non-EEO Basis	0	0	0	0	0
D. Decisions finding discrimination without a hearing broken down by issue:				0	
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	0	0	0	0
3. Awards:	0	0	1	0	1
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	1	1
7. Evaluation/Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	2	0	2
a. Non-sexual:	0	0	2	0	2
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:	1	0	0	0	1
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	1	0	1	0	2
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:	2 (66.6%)	0	1 (25.0%)	1	4
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	1	0	1	0	2
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	1	0	0	0	1
d. White:	0	0	1	0	1

2. Color:	0	0	0	0	0
3. Sex:	0	0	1	1	2
a. Male:	0	0	0	0	1
b. Female:	0	0	1	1	2
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	0	0	1
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	1	0	1
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:	1	0	0	0	1
a. Non-sexual:	1	0	0	0	1
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:	1	0	0	1	2
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:	280	285	274	205	205
B. Number of complaints pending hearing:	539	497	441	436	436
C. Number of complaints pending					

final agency action:	291	238	227	176	176
D. Number of complaints pending decision on appeal:	166	204	183	183	183
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):	141	143	130	100	100