

**COMPONENT:** Bureau of Alcohol, Tobacco, Firearms and Explosives

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2<sup>nd</sup> Quarter FY2004</b>	<b>3<sup>rd</sup> Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	24	38	42	38	38
B. Filed during the quarter	5	5	11	14	35
C. Pending, at any time, during the quarter	29	43	53	52	52
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2<sup>nd</sup> Quarter FY 2004</b>	<b>3rd Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	24	38	42	38	42
B. Who filed a complaint during this quarter	5	5	11	14	35
C. Who had a complaint pending at any time during this quarter	29	38	53	52	52
D. Who filed two or more complaints during this quarter			1		1
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2nd Quarter FY 2004</b>	<b>3rd Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis:					
1. Race:	2	4	3	27	36
a. American Indian/Alaskan Native:					
b. American Asian/Pacific Islander:	2		1	1	4
c. Black:		4	1	11	16
d. White:			1	15	16
2. Color:					

3. Sex:	1	1		1	3
a. Male:		1		1	2
b. Female:	1				1
4. Age:		1	2	3	6
5. Religion:			1		1
6. Reprisal:	2	3	4		9
7. National Origin:	1		2	19	22
a. Hispanic:	1		2	19	22
b. Other:					
8. Equal Pay Act					
a. Male:					
b. Female					
9. Disability:		1	1	2	4
10. Non-EEO Basis	1			1	2
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:				2	2
2. Assignment of Duties				1	1
3. Awards:					
4. Conversion to Full Time:					
5. Disciplinary Action			1	3	4
a. Demotion					
b. Reprimand				1	1
c. Suspension			1	2	3
d. Removal					
e. Other:					
6. Duty Hours					
7. Evaluation/Appraisal			1		1
8. Examination/Test:					
9. Harassment:	1	3	7	4	15

a. Non-sexual:		3	6	3	12
b: Sexual	1		1	1	3
10. Medical Examination:			1		1
11. Pay Including Overtime:					
12. Promotion/Non-Selection	1	1	3	2	7
13. Reassignment:	3		1	4	8
a. Denied:	1			1	2
b. Directed:	2		1	3	6
14. Reasonable Accommodation:				1	1
15. Reinstatement:					
16. Retirement:					
17. Termination:			1		1
18: Terms & Conditions of Employment:				3	3
19. Time & Attendance:			1	2	3
20. Training:			1	2	3
21. Other:			1		1
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2nd Quarter FY 2004</b>	<b>3rd Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	150.86	223.66	328.38	234.3	234.30
B. Average number of days for Final Agency Decision:	332	573	984	223	525.75
C. Average number of days for Final Agency Action					
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	2		2		4
E. Average number of days complaints were pending at the time of dismissal	1132.5		150		320.62

<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 2004 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2004 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2004 # / %</b>	<b>4<sup>th</sup> Quarter FY 2004 # / %</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 2004</b>	<b>2<sup>nd</sup> Quarter FY 2004</b>	<b>3<sup>rd</sup> Quarter FY 2004</b>	<b>4<sup>th</sup> Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	15	6	17	8	8
B. Number of complaints pending hearing:	12	12	11	18	18
C. Number of complaints pending final agency action:	6	6	1	26	26
D. Number of complaints pending decision on appeal:			1	0	0
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2<sup>nd</sup> Quarter FY 2004</b>	<b>3<sup>rd</sup> Quarter FY 2004</b>	<b>4<sup>th</sup> Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):		2		6	8