

**COMPONENT:** United States Marshals Service

<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	63	68	66	64	64
B. Filed during the quarter	10	13	9	11	43
C. Pending, at any time, during the quarter	73	81	75	75	75
<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	55	58	59	61	61
B. Who filed a complaint during this quarter	10	13	9	11	43
C. Who had a complaint pending at any time during this quarter	65	71	68	72	72
D. Who filed two or more complaints during this quarter	0	0	0	0	0
<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:	4	3	1	5	13
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	1	0	0	0	1
c. Black:	2	2	0	4	8
d. White:	1	1	1	1	4
2. Color:	0	0	0	0	0

3. Sex:	2	8	3	5	18
a. Male:	0	0	1	1	2
b. Female:	2	8	2	4	16
4. Age:	3	2	2	2	9
5. Religion:	0	0	0	1	1
6. Reprisal:	4	5	2	4	15
7. National Origin:	2	0	1	1	4
a. Hispanic:	0	0	1	1	2
b. Other:	2	0	0	0	2
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	4	6	3	14
10. Non-EEO Basis	0	0	0	0	0
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	1	1	0	0	2
2. Assignment of Duties	2	5	2	2	11
3. Awards:	2	0	1	0	3
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	1	0	1	1	3
a. Demotion	0	0	0	0	0
b. Reprimand	0	0	0	0	0
c. Suspension	1	0	1	1	3
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	1	1	2
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	6	4	4	14
a. Non-sexual:	0	5	3	2	10
b: Sexual	0	1	1	2	4
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	2	0	0	0	2
12. Promotion/Non-Selection	4	3	0	1	8
13. Reassignment:	0	2	0	1	3
a. Denied:	0	0	0	1	1
b. Directed:	0	2	0	0	2
14. Reasonable Accommodation:	0	0	1	0	1
15. Reinstatement:	0	0	0	1	1
16. Retirement:	0	0	0	0	0
17. Termination:	1	2	5	4	12
18: Terms & Conditions of Employment:	1	1	0	1	3
19. Time & Attendance:	0	1	0	0	1
20. Training:	2	0	0	0	2
21. Other:	2	0	0	0	2
<b>IV. Time measurements <del>B</del>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:	241.25	215	214.27	204.3	218.7
B. Average number of days for Final Agency Decision:	542	286	567	428	456
C. Average number of days for Final Agency Action	94	53.7	35	46.5	57.3

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	0	2	3	14	19
E. Average number of days complaints were pending at the time of dismissal	0	64.0	146.7	201.4	103.0
<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	1	0	0	0	1
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:	1	0	0	0	1
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:	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	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:	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:	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
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2nd 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:	20	29	26	17	17
B. Number of complaints pending hearing:	21	23	18	19	20
C. Number of complaints pending final agency action:	27	14	20	16	15
D. Number of complaints pending					



decision on appeal:	12	12	10	6	6
<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):	26	28	16	15	85