

COMPONENT: Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)

| EEO COMPLAINT DATA | 1st Quarter FY 2012 | 2nd Quarter FY2013 | 3rd Quarter FY 2013 | 4th Quarter FY 2013 | Year to Date Total |
|--|---|---|---|--------------------------------|-----------------------------------|
| I. Number of Complaints | | | | | |
| A. Pending at the beginning of the quarter | 73 | 71 | 76 | 65 | 65 |
| B. Filed during the quarter | 8 | 12 | 9 | 10 | 39 |
| C. Pending, at any time, during the quarter | 81 | 83 | 85 | 75 | 75 |
| II. Number of Filers | 1st Quarter FY 2012 | 2nd Quarter FY 2013 | 3rd Quarter FY 2013 | 4th Quarter FY 2013 | Year to Date Total |
| A. Who had a complaint pending at the start of the quarter | 59 | 51 | 54 | 43 | 43 |
| B. Who filed a complaint during this quarter | 8 | 12 | 9 | 10 | 39 |
| C. Who had a complaint pending at any time during this quarter | 67 | 63 | 63 | 53 | 53 |
| 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 2012 | 2nd Quarter FY 2013 | 3rd Quarter FY 2013 | 4th Quarter FY 2013 | Year to Date Total |
| A. Complaints filed during the quarter broken down by basis: | | | | | |
| 1. Race: | 5 | 2 | 5 | 5 | 17 |
| a. American Indian/Alaskan Native: | 0 | 0 | 0 | 0 | 0 |
| b. American Asian/Pacific Islander: | 1 | 0 | 2 | 0 | 3 |
| c. Black: | 4 | 1 | 3 | 3 | 11 |
| d. White: | 0 | 1 | 0 | 2 | 3 |

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|---|---|---|---|---|----|
| 2. Color: | 1 | 0 | 2 | 2 | 5 |
| 3. Sex: | 4 | 6 | 5 | 6 | 21 |
| a. Male: | 1 | 2 | 0 | 1 | 4 |
| b. Female: | 3 | 4 | 5 | 5 | 17 |
| 4. Age: | 1 | 2 | 5 | 2 | 10 |
| 5. Religion: | 0 | 1 | 0 | 0 | 1 |
| 6. Reprisal: | 6 | 6 | 0 | 5 | 21 |
| 7. National Origin: | 0 | 1 | 4 | 1 | 6 |
| a. Hispanic: | 0 | 0 | 2 | 0 | 2 |
| b. Other: | 0 | 1 | 2 | 1 | 4 |
| 8. Equal Pay Act | 1 | 0 | 0 | 0 | 1 |
| a. Male: | 1 | 0 | 0 | 0 | 1 |
| b. Female | 0 | 0 | 0 | 0 | 0 |
| 9. Disability: | 2 | 2 | 2 | 2 | 8 |
| 10. Non-EEO Basis | 0 | 1 | 1 | 1 | 3 |
| B. Complaints filed during the quarter broken down by issue: | | | | | |
| 1. Appointment/Hire: | 0 | 0 | 0 | 3 | 3 |
| 2. Assignment of Duties | 2 | 1 | 1 | 1 | 5 |
| 3. Awards: | 0 | 0 | 0 | 0 | 0 |
| 4. Conversion to Full Time: | 0 | 0 | 0 | 0 | 0 |
| 5. Disciplinary Action | 2 | 2 | 0 | 1 | 5 |
| a. Demotion | 1 | 0 | 0 | 0 | 1 |
| b. Reprimand | 0 | 0 | 0 | 0 | 0 |
| c. Suspension | 0 | 0 | 0 | 0 | 0 |
| d. Removal | 1 | 0 | 0 | 1 | 2 |
| e. Other: | 0 | 2 | 0 | 1 | 3 |

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|--|---|--------------------------------|--------------------------------|--------------------------------|-----------------------------------|
| 6. Duty Hours | 0 | 0 | 0 | 0 | 0 |
| 7. Evaluation/Appraisal | 1 | 4 | 2 | 1 | 8 |
| 8. Examination/Test: | 0 | 0 | 0 | 0 | 0 |
| 9. Harassment: | 2 | 8 | 4 | 3 | 17 |
| a. Non-sexual: | 2 | 7 | 4 | 3 | 16 |
| b: Sexual | 0 | 1 | 0 | 0 | 1 |
| 10. Medical Examination: | 0 | 0 | 0 | 0 | 0 |
| 11. Pay Including Overtime: | 1 | 0 | 0 | 0 | 1 |
| 12. Promotion/Non-Selection | 1 | 2 | 3 | 0 | 6 |
| 13. Reassignment: | 0 | 0 | 0 | 1 | 1 |
| a. Denied: | 0 | 0 | 0 | 1 | 1 |
| b. Directed: | 0 | 0 | 0 | 0 | 0 |
| 14. Reasonable Accommodation: | 1 | 0 | 1 | 0 | 2 |
| 15. Reinstatement: | 0 | 0 | 0 | 0 | 0 |
| 16. Retirement: | 0 | 1 | 0 | 0 | 1 |
| 17. Termination: | 0 | 0 | 0 | 0 | 0 |
| 18: Terms & Conditions of Employment: | 0 | 0 | 1 | 1 | 2 |
| 19. Time & Attendance: | 0 | 0 | 0 | 0 | 0 |
| 20. Training: | 1 | 0 | 1 | 0 | 2 |
| 21. Other: HWE | 0 | 4 | 2 | 1 | 7 |
| IV. Time measurements – All complaints pending at any time during the quarter | 1st Quarter FY 2012 | 2nd Quarter FY 2013 | 3rd Quarter FY 2013 | 4th Quarter FY 2013 | Year to Date Total |
| A. Average number of days for Investigation: | 156.92 | 152.75 | 154 | 160.5 | 156.03 |
| B. Average number of days for Final Agency Decision: | 842 | 802 | 792.5 | 5350 | 1946.6 |

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| C. Average number of days for Final Agency Action | 704.73 | 812.76 | 765.8 | 613.6 | 724.2 |
| D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a) | 0 | 1 | 1 | 2 | 4 |
| E. Average number of days complaints were pending at the time of dismissal | 0 | 1255 | 62 | 169 | 371.50 |
| V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue. | 1st Quarter FY 2012 | 2nd Quarter FY 2013 | 3rd Quarter FY 2013 | 4th Quarter FY 2013 | Year to Date Total |
| | 0 | 0 | 0 | 1 | 0 |
| 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 | 1 | 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 | 1 | 1 |
| a. Male: | 0 | 0 | 0 | 0 | 0 |
| b. Female: | 0 | 0 | 0 | 1 | 1 |
| 4. Age: | 0 | 0 | 0 | 0 | 0 |
| 5. Religion: | 0 | 0 | 0 | 0 | 0 |

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| 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 |

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| 10. Medical Examination: | 0 | 0 | 0 | 0 | 0 |
| 11. Pay Including Overtime: | 0 | 0 | 0 | 0 | 0 |
| 12. Promotion/Non-Selection: | 0 | 0 | 0 | 1 | 1 |
| 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 |

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| 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 |

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|--|---|--------------------------------|---|---|-----------------------------------|
| 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 2012 | 2nd Quarter FY 2013 | 3rd Quarter FY 2013 | 4th Quarter FY 2013 | Year to Date Total |
| A. Number of complaints pending investigation: | 19 | 24 | 20 | 22 | 22 |
| B. Number of complaints pending hearing: | 25 | 26 | 27 | 32 | 32 |

| | | | | | |
|---|---|--|---|---|-----------------------------------|
| C. Number of complaints pending final agency action: | 30 | 26 | 23 | 14 | 14 |
| D. Number of complaints pending decision on appeal: | 5 | 5 | 2 | 0 | 0 |
| VII. Complaints not timely investigated | 1st Quarter FY 2012 | 2nd Quarter FY 20103 | 3rd Quarter FY 2013 | 4th Quarter FY 2013 | Year to Date Total |
| A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2): | 9 | 7 | 1 | 0 | 0 |