

**COMPONENT: United States Marshals Service**

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY 2015</b>	<b>3<sup>rd</sup> Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	137	147	139	146	146
B. Filed during the quarter	28	17	22	16	83
C. Pending, at any time, during the quarter	165	164	161	162	162
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	119	124	119	117	117
B. Who filed a complaint during this quarter	28	17	22	16	67
C. Who had a complaint pending at any time during this quarter	147	141	141	133	133
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 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis:					
1. Race:	6	4	4	2	17
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	2	0	2	1	5
c. Black:	3	3	2	1	9
d. White:	1	1	1	0	3
2. Color:	1	0	0	0	1

3. Sex:	3	2	4	8	17
a. Male:	1	0	3	0	4
b. Female:	2	2	1	8	13
4. Age:	8	5	10	5	28
5. Religion:	0	1	0	0	1
6. Reprisal:	11	5	16	7	39
7. National Origin:	2	0	2	1	5
a. Hispanic:	1	0	1	1	3
b. Other:	1	0	1	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:	21	16	13	8	58
10. Non-EEO Basis	1	0	0	0	1
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	0	1	0	0	1
2. Assignment of Duties	1	2	4	2	9
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	2	0	2	0	4
a. Demotion	0	0	0	0	0
b. Reprimand	0	0	0	0	0
c. Suspension	2	0	2	0	4
d. Removal	0	0	0	0	0
e. Other:	0	0	0	0	0
6. Duty Hours	1	0	0	0	1

7. Evaluation/Appraisal	1	0	3	1	5
8. Examination/Test:	0	0	0	0	0
9. Harassment:	8	4	4	10	26
a. Non-sexual:	8	4	4	9	25
b: Sexual	0	0	0	1	1
10. Medical Examination:	7	8	5	4	24
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection	6	0	4	0	10
13. Reassignment:	0	0	3	0	3
a. Denied:	0	0	1	0	1
b. Directed:	0	0	2	0	2
14. Reasonable Accommodation:	0	0	0	0	0
15. Reinstatement:	0	0	0	0	0
16. Retirement:	1	0	0	0	1
17. Termination:	10	7	6	4	27
18: Terms & Conditions of Employment:	1	1	1	0	3
19. Time & Attendance:	1	0	1	0	2
20. Training:	0	0	1	0	1
21. Other:	0	0	0	0	0
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	128.3	142.2	150.9	173.3	148.7
B. Average number of days for Final Agency Decision:	241.2	309.5	213.0	202.0	265.3
C. Average number of days for Final Agency Action	37.0	34.0	41.0	42.0	38.5

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	5	6	3	1	15
E. Average number of days complaints were pending at the time of dismissal	130.6*	176.8	131.0*	0*	109.6
<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 2015 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2015 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2015 # / %</b>	<b>4<sup>th</sup> Quarter FY 2015 # / %</b>	<b>Year to Date Total</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter	0	0	1	0	1
B. Decisions finding discrimination without a hearing:	0	1	0	0	1
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	1	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	1	0	0	1

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:	0	0	0	0	0
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	0	0	1	0	1
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	1	0	1
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	1	0	1
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	1	0	1
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:	0	0	1	0	1
a. Non-sexual:	0	0	1	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 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3<sup>rd</sup> Quarter FY 2015</b>	<b>4<sup>th</sup> Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	60	48	54	44	44
B. Number of complaints pending hearing:	55	63	64	73	73
C. Number of complaints pending final agency action:	32	28	28	37	37
D. Number of complaints pending decision on appeal:	12	13	16	17	17



<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY 2015</b>	<b>3<sup>rd</sup> Quarter FY 2015</b>	<b>4<sup>th</sup> Quarter FY 2015</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	0	4	10	10

\* Note: Section IV.E. Average number of days complaints were pending at the time of dismissal:

- 1<sup>st</sup> Quarter: Two complaints were dismissed after notification of the filing of a civil action in U.S. District Court following the issuance of the Report of Investigation and, therefore, are not included in the average number of processing days for this section.
- 3<sup>rd</sup> Quarter: Two complaints were dismissed after notification of the filing of a civil action in U.S. District Court following the issuance of the Report of Investigation and, therefore, are not included in the average number of processing days for this section.
- 4<sup>th</sup> Quarter: One complaint was dismissed after notification of the filing of a civil action in U.S. District Court following the issuance of the Report of Investigation and, therefore, it is not included in the average number of processing days for this section.