

FBI NO FEAR Report – Fourth Quarter, FY 2015

COMPONENT: Federal Bureau of Investigation (FBI)

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY2015</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	324	334	316	313	324
B. Filed during the quarter	38	27	30	25	120
C. Pending, at any time, during the quarter	362	361	346	338	444
<b>II. Number of Filers</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. Who had a complaint pending at the start of the quarter	324	334	316	313	324
B. Who filed a complaint during this quarter	38	25	29	25	117
C. Who had a complaint pending at any time during this quarter	362	359	345	338	441
D. Who filed two or more complaints during this quarter	0	2	1	0	3
<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:	3	7	4	1	15
a. American Indian/Alaskan Native:	0	1	0	0	1
b. American Asian/Pacific Islander:	0	1	0	0	1
c. Black:	2	5	3	0	10
d. White:	0	0	1	1	2

FBI NO FEAR Report – Fourth Quarter, FY 2015

e. Two or More Races:	1	0	0	0	1
2. Color:	0	0	0	0	0
3. Sex	15	6	10	8	39
a. Male:	5	3	0	2	10
b. Female:	10	3	10	6	29
4. Age:	11	9	8	2	30
5. Religion:	3	3	1	0	7
6. Reprisal:	23	12	16	11	62
7. National Origin:	3	5	2	2	12
a. Hispanic:	1	1	2	0	4
b. Other:	2	4	0	2	8
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:	6	6	6	9	27
10. Non-EEO Basis	5	0	5	4	14
<b>B. Complaints filed during the quarter broken down by issue:</b>					
1. Appointment/Hire:	8	3	2	5	18
2. Assignment of Duties	1	5	6	2	14
3. Awards:	0	1	0	0	1
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	4	3	0	3	10
a. Demotion	0	0	0	1	1
b. Reprimand	1	2	0	2	5
c. Suspension	0	0	0	0	0
d. Removal	1	0	0	0	1

FBI NO FEAR Report – Fourth Quarter, FY 2015

e. Other:	2	1	0	0	3
6. Duty Hours	2	0	0	1	3
7. Evaluation/Appraisal	8	10	4	0	22
8. Examination/Test:	0	1	0	0	1
9. Harassment:	13	8	8	12	41
a. Non-sexual:	8	8	7	11	34
b: Sexual	5	0	1	1	7
10. Medical Examination:	0	0	0	1	1
11. Pay Including Overtime:	0	1	0	1	2
12. Promotion/Non-Selection	9	5	10	4	28
13. Reassignment:	5	3	9	13	30
a. Denied:	2	0	3	6	11
b. Directed:	3	3	6	7	19
14. Reasonable Accommodation:	1	2	1	5	9
15. Reinstatement:	0	0	1	0	1
16. Retirement:	0	0	0	0	0
17. Termination:	2	4	2	3	11
18. Terms & Conditions of Employment:	4	1	4	3	12
19. Time & Attendance:	4	1	1	1	7
20. Training:	1	0	3	0	4
21. Other:	0	0	2	2	4
<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 completed Investigation:	197	190	175	188	188
B. Average number of days for Final Agency Decision:	475	551	509	463	508

FBI NO FEAR Report – Fourth Quarter, FY 2015

C. Average number of days for Final Agency Action	180	234	202	200	200
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	4	9	3	7	23
E. Average number of days complaints were pending at the time of dismissal	137	163	149	184	184
<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	3	0	3
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	2	0	2
a. Male:	0	0	1	0	1
b. Female:	0	0	1	0	1
4. Age:	0	0	0	0	0

FBI NO FEAR Report – Fourth Quarter, FY 2015

5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	2	0	2
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	1	0	1
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	1	0	2

FBI NO FEAR Report – Fourth Quarter, FY 2015

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	1	0	1
a. Denied:	0	0	1	0	1
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

FBI NO FEAR Report – Fourth Quarter, FY 2015

2. Color:	0	0	0	0	0
3. Sex:	0	0	2	0	2
a. Male:	0	0	1	0	1
b. Female:	0	0	1	0	1
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	1	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	1	0	1
d. Removal:	0	0	0	0	0

FBI NO FEAR Report – Fourth Quarter, FY 2015

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	1	0	1
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



FBI NO FEAR Report – Fourth Quarter, FY 2015

<b>VI. Status of all pending complaints</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 pending investigation:	41	16	10	6	6
B. Number of complaints pending hearing:	180	185	167	162	162
C. Number of complaints pending final agency action:	64	52	54	41	41
D. Number of complaints pending decision on appeal:	166	173	184	188	188
<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):	14	7	9	8	8