

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

<b>EEO COMPLAINT DATA</b>	1 <sup>st</sup> Quarter FY 2007	2 <sup>nd</sup> Quarter FY 2008	3 <sup>rd</sup> Quarter FY 2008	4 <sup>th</sup> Quarter FY 2008	Year to Date Total
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	113	94	97	108	108
B. Filed during the quarter	6	17	12	8	43
C. Pending, at any time, during the quarter	119	111	109	116	116
<b>II. Number of Filers</b>	1 <sup>st</sup> Quarter FY 2007	2 <sup>nd</sup> Quarter FY 2008	3 <sup>rd</sup> Quarter FY 2008	4 <sup>th</sup> Quarter FY 2008	Year to Date Total
A. Who had a complaint pending at the start of the quarter	81	84	70	84	84
B. Who filed a complaint during this quarter	6	17	12	8	43
C. Who had a complaint pending at any time during this quarter	87	100	82	92	92
D. Who filed two or more complaints during this quarter	0	1	0	0	1
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	1 <sup>st</sup> Quarter FY 2007	2 <sup>nd</sup> Quarter FY 2008	3 <sup>rd</sup> Quarter FY 2008	4 <sup>th</sup> Quarter FY 2008	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	5	18	6	3	32
a. American Indian/Alaskan Native:	0	0	0	0	0

b. American Asian/Pacific Islander:	0	9	1	2	12
c. Black:	2	6	5	1	14
d. White:	3	3	0	0	6
2. Color:	0	1	3	0	4
3. Sex:	2	9	4	2	17
a. Male:	1	2	0	0	3
b. Female:	1	7	4	2	14
4. Age:	1	4	4	1	10
5. Religion:	0	0	0	0	0
6. Reprisal:	1	9	7	6	23
7. National Origin:	0	0	2	3	5
a. Hispanic:	0	0	1	1	2
b. Other:	0	0	1	2	3
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	3	1	2	7
10. Non-EEO Basis	0	0	0	2	2
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties	0	1	0	3	4
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	0	2	1	1	4
a. Demotion	0	0	0	0	0
b. Reprimand	0	0	0	1	1

c. Suspension	0	1	1	0	2
d. Removal	0	1	0	0	1
e. Other:	0	0	0	0	0
6. Duty Hours	0	0	1	0	1
7. Evaluation/Appraisal	1	6	0	2	9
8. Examination/Test:	0	1	0	0	1
9. Harassment:	1	10	6	2	19
a. Non-sexual:	1	8	6	2	17
b. Sexual	0	2	0	0	2
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	2	2
12. Promotion/Non-Selection	0	4	4	1	9
13. Reassignment:	0	1	0	4	5
a. Denied:	0	1	0	0	1
b. Directed:	0	0	0	4	4
14. Reasonable Accommodation:	0	2	2	1	5
15. Reinstatement:	0	1	0	0	1
16. Retirement:	0	0	1	0	1
17. Termination:	2	1	1	0	4
18: Terms & Conditions of Employment:	0	1	2	0	3
19. Time & Attendance:	0	2	2	1	5
20. Training:	0	5	1	0	6
21. Other:	2	1	1	2	6

<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2007</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3<sup>rd</sup> Quarter FY 2008</b>	<b>4<sup>th</sup> Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	283.5	448.7	329.5	288. 5	337.7
B. Average number of days for Final Agency Decision:	994.8	447.2	564.5	644. 4	662.7
C. Average number of days for Final Agency Action	904	487.7	717.9	855. 10	741.1
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	0	1	0	5	6
E. Average number of days complaints were pending at the time of dismissal	0	49	0	492	135.25
<b>V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.</b>	0	0	0	0	0
A. Total number of final agency actions (decisions) involving discrimination during the quarter	0	0	0	2	2
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	1
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	1	0	0	1
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	2	2
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	0	0	0	2	2
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	1	1
c. Black:	0	0	0	0	0
d. White:	0	0	0	1	1
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	1	1
5. Religion:	0	0	0	0	0
6. Reprisal:	0	0	0	2	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

G. Decisions involving discrimination after a hearing broken down by issue:	0	0	0	0	0
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
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	1	1
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	1	1
13. Reassignment:	0	0	0	1	1
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	1	1



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 2007</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3<sup>rd</sup> Quarter FY 2008</b>	<b>4<sup>th</sup> Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	48	51	58	37	37
B. Number of complaints pending hearing:	28	36	27	38	38
C. Number of complaints pending final agency action:	22	4	4	20	20
D. Number of complaints pending decision on appeal:	5	6	3	4	4
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2007</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3<sup>rd</sup> Quarter FY 2008</b>	<b>4<sup>th</sup> Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	33	29	26	15	15