

COMPONENT: Federal Bureau of Investigation

| EEO COMPLAINT DATA | 1st Quarter FY 2009 | 2nd Quarter FY2009 | 3rd Quarter FY 2009 | 4th Quarter FY 2009 | Year to Date Total |
|--|---|---|---|---|-----------------------------------|
| I. Number of Complaints | | | | | |
| A. Pending at the beginning of the quarter | 298 | 296 | 328 | 335 | 335 |
| B. Filed during the quarter | 23 | 52 | 42 | 40 | 157 |
| C. Pending, at any time, during the quarter | 321 | 348 | 352 | 377 | 377 |
| II. Number of Filers | 1st Quarter FY 2009 | 2nd Quarter FY 2009 | 3rd Quarter FY 2009 | 4th Quarter FY 2009 | Year to Date Total |
| A. Who had a complaint pending at the start of the quarter | 285 | 283 | 312 | 315 | 315 |
| B. Who filed a complaint during this quarter | 23 | 51 | 42 | 38 | 154 |
| C. Who had a complaint pending at any time during this quarter | 308 | 334 | 352 | 353 | 352 |
| D. Who filed two or more complaints during this quarter | 0 | 1 | 0 | 2 | 3 |
| III. Breakdown of all Complaints filed during this quarter by basis and issue | 1st Quarter FY 2008 | 2nd Quarter FY 2009 | 3rd Quarter FY 2009 | 4th Quarter FY 2009 | Year to Date Total |
| A. Complaints filed during the quarter broken down by basis: | | | | | |
| 1. Race: | 9 | 6 | 10 | 12 | 37 |
| a. American Indian/Alaskan Native: | 0 | 0 | 0 | 0 | 0 |
| b. American Asian/Pacific Islander: | 1 | 0 | 1 | 1 | 3 |
| c. Black: | 8 | 5 | 8 | 6 | 27 |
| d. White: | 0 | 1 | 1 | 5 | 7 |
| 2. Color: | 0 | 0 | 1 | 2 | 3 |
| 3. Sex: | 9 | 11 | 22 | 15 | 57 |
| a. Male: | 1 | 1 | 4 | 4 | 10 |
| b. Female: | 8 | 10 | 18 | 11 | 47 |
| 4. Age: | 9 | 28 | 9 | 10 | 56 |
| 5. Religion: | 0 | 1 | 1 | 7 | 9 |
| 6. Reprisal: | 12 | 15 | 17 | 16 | 60 |
| 7. National Origin: | 3 | 4 | 4 | 11 | 22 |
| a. Hispanic: | 0 | 3 | 0 | 4 | 7 |
| b. Other: | 3 | 1 | 4 | 7 | 15 |

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|--|----|----|----|----|----|
| 8. Equal Pay Act | 0 | 2 | 0 | 0 | 2 |
| a. Male: | 0 | 0 | 0 | 0 | 0 |
| b. Female | 0 | 2 | 0 | 0 | 2 |
| 9. Disability: | 1 | 9 | 13 | 6 | 29 |
| 10. Non-EEO Basis | 2 | 4 | 3 | 2 | 11 |
| B. Complaints filed during the quarter broken down by issue: | | | | | |
| 1. Appointment/Hire: | 0 | 1 | 5 | 3 | 9 |
| 2. Assignment of Duties | 4 | 10 | 8 | 2 | 24 |
| 3. Awards: | 1 | 1 | 1 | 1 | 4 |
| 4. Conversion to Full Time: | 0 | 0 | 0 | 0 | 0 |
| 5. Disciplinary Action | 2 | 5 | 7 | 7 | 21 |
| a. Demotion | 0 | 1 | 3 | | 4 |
| b. Reprimand | 1 | 1 | 0 | 1 | 3 |
| c. Suspension | 0 | 2 | 1 | 3 | 6 |
| d. Removal | 1 | 1 | 3 | 0 | 5 |
| e. Other: | 0 | 0 | 0 | 3 | 3 |
| 6. Duty Hours | 0 | 0 | 2 | 2 | 4 |
| 7. Evaluation/Appraisal | 8 | 8 | 8 | 7 | 31 |
| 8. Examination/Test: | 0 | 0 | 2 | 1 | 3 |
| 9. Harassment: | 12 | 14 | 16 | 19 | 61 |
| a. Non-sexual: | 9 | 14 | 15 | 18 | 56 |
| b. Sexual | 3 | 0 | 1 | 1 | 5 |
| 10. Medical Examination: | 1 | 0 | 0 | 1 | 2 |
| 11. Pay Including Overtime: | 1 | 3 | 0 | 0 | 4 |
| 12. Promotion/Non-Selection | 3 | 2 | 8 | 8 | 21 |
| 13. Reassignment: | 8 | 25 | 11 | 8 | 52 |
| a. Denied: | 2 | 1 | 4 | 3 | 10 |
| b. Directed: | 6 | 24 | 7 | 5 | 42 |
| 14. Reasonable Accommodation: | 0 | 1 | 1 | 2 | 4 |
| 15. Reinstatement: | 0 | 0 | 0 | 0 | 0 |
| 16. Retirement: | 0 | 0 | 0 | 0 | 0 |
| 17. Termination: | 1 | 2 | 2 | 2 | 7 |
| 18: Terms & Conditions of Employment: | 3 | 6 | 7 | 3 | 19 |
| 19. Time & Attendance: | 0 | 3 | 2 | 3 | 8 |
| 20. Training: | 1 | 5 | 3 | 2 | 11 |
| 21. Other: | 1 | 2 | 1 | 2 | 6 |

| IV. Time measurements – All complaints pending at any time during the quarter | 1st Quarter FY 2009 | 2nd Quarter FY 2009 | 3rd Quarter FY 2009 | 4th Quarter FY 2009 | Year to Date Total |
|---|---|---|---|---|-----------------------------------|
| A. Average number of days for Investigation: | 268.08 | 333.09 | 234.58 | 192 | 264.45 |
| B. Average number of days for Final Agency Decision: | 752.67 | 691.11 | 807.11 | 918.67 | 783.73 |
| C. Average number of days for Final Agency Action | 33.8 | 35.5 | 27.2 | 32.38 | 31.95 |
| D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a) | 6 | 1 | 6 | 3 | 16 |
| E. Average number of days complaints were pending at the time of dismissal | 77.83 | 95 | 90.83 | 99.33 | 87.81 |
| V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue. | 1st Quarter FY 2009 # / % | 2nd Quarter FY 2009 # / % | 3rd Quarter FY 2009 # / % | 4th Quarter FY 2009 # / % | Year to Date Total |
| 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 | 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 |

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| 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 |

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|---|---|---|---|---|---|
| 21. Other: | 0 | 0 | 0 | 0 | 0 |
| E. Decisions involving discrimination after a hearing: | 0 | 0 | 2 | 0 | 2 |
| 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 | 2 | 0 | 0 |
| 4. Age: | 0 | 0 | 2 | 0 | 0 |
| 5. Religion: | 0 | 0 | 0 | 0 | 0 |
| 6. Reprisal: | 0 | 0 | 2 | 0 | 0 |
| 7. National Origin: | 0 | 0 | 0 | 0 | 0 |
| a. Hispanic: | 0 | 0 | 1 | 0 | 0 |
| b. Other: | 0 | 0 | 1 | 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 | 1 | 0 | 1 |
| 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 |

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|---|---|---|---|---|-----------------------------------|
| 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 | 2 | 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 2009 | 2nd Quarter FY 2009 | 3rd Quarter FY 2009 | 4th Quarter FY 2009 | Year to Date Total |
| A. Number of complaints pending investigation: | 149 | 165 | 164 | 162 | 162 |
| B. Number of complaints pending hearing: | 71 | 81 | 89 | 87 | 87 |
| C. Number of complaints pending final agency action: | 76 | 82 | 85 | 90 | 90 |
| D. Number of complaints pending decision on appeal: | 30 | 25 | 28 | 25 | 25 |
| VII. Complaints not timely investigated | 1st Quarter FY 2009 | 2nd Quarter FY 2009 | 3rd Quarter FY 2009 | 4th Quarter FY 2009 | Year to Date Total |
| A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2): | 12 | 19 | 9 | 4 | 44 |
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