

**COMPONENT: U.S. Department of Justice**

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3<sup>rd</sup> Quarter FY 2008</b>	<b>4th Quarter FY 2008</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	1174	1183	1240	1207	1207
B. Filed during the quarter	160	182	180	160	682
C. Pending, at any time, during the quarter	1334	1365	1420	1367	1367
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2<sup>nd</sup> Quarter FY 2008</b>	<b>3rd Quarter FY 2008</b>	<b>4th Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	1116	1143	1180	1145	1145
B. Who filed a complaint during this quarter	159	181	178	156	674
C. Who had a complaint pending at any time during this quarter	1270	1317	1350	1300	1300
D. Who filed two or more complaints during this quarter	1	2	2	3	8
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2008</b>	<b>2nd Quarter FY 2008</b>	<b>3rd Quarter FY 2008</b>	<b>4th Quarter FY 2008</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis					
1. Race:	56	70	60	61	247
a. American Indian/Alaskan Native:	1	2	0	3	6
b. American Asian/Pacific Islander:	3	2	3	5	13
c. Black:	33	39	44	38	154
d. White:	19	27	13	15	74

8. Equal Pay Act	0	0	0	1	1
a. Male:	0	0	0	0	0
b. Female	0	0	0	1	1
9. Disability:	24	43	34	29	130
10. Non-EEO Basis	4	12	4	15	35
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	1	9	5	7	22
2. Assignment of Duties	20	26	22	18	86
3. Awards:	6	3	5	6	20
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	25	24	25	13	87
a. Demotion	2	1	0	1	4
b. Reprimand	4	2	5	5	16
c. Suspension	4	8	8	1	21
d. Removal	5	7	2	1	15
e. Other:	10	6	10	6	32
6. Duty Hours	4	7	7	4	22
7. Evaluation/Appraisal	15	23	18	28	84
8. Examination/Test:	1	1	0	0	2
9. Harassment:	28	54	52	38	172
a. Non-sexual:	20	41	41	25	127
b. Sexual	8	13	11	15	47
10. Medical Examination:	2	2	1	3	8
11. Pay Including Overtime:	3	5	2	9	19
12. Promotion/Non-Selection	35	31	37	29	132
13. Reassignment:	10	4	10	10	34
a. Denied:	3	3	1	3	10
b. Directed:	7	1	9	7	24
14. Reasonable Accommodation:	9	13	10	6	38
15. Reinstatement:	0	2	2	2	6
16. Retirement:	0	0	5	1	6
17. Termination:	7	8	10	7	32
18. Terms & Conditions of Employment:	18	19	17	16	70
19. Time & Attendance:	9	18	17	17	61
20. Training:	8	7	2	5	22
21. Other:	13	17	14	21	65

<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2008</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:	290.1	293.3	289.5	264.2	284.3
B. Average number of days for Final Agency Decision:	436.6	411.6	617.4	380.8	461.6
C. Average number of days for Final Agency Action	346.8	326.3	313.9	229.3	304.1
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	58	43	52	31	184
E. Average number of days complaints were pending at the time of dismissal	110.5	190.7	217.6	123.8	160.7
<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 2008 # / %</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. Total number of final agency actions (decisions) involving discrimination during the quarter	4	8	1	4	17
B. Decisions finding discrimination without a hearing:	0	3	1	1	5
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:					
a. American Indian/Alaskan Native:					
b. American Asian/Pacific Islander:					
c. Black:					
d. White:					
2. Color:					
3. Sex:		2	1	1	4
a. Male:			1		1
b. Female:		2		1	3
4. Age:					
5. Religion:					
6. Reprisal:				1	1

7. National Origin:		2			2
a. Hispanic:		1			1
b. Other:		1			1
8. Equal Pay Act:					
a. Male:					
b. Female:					
9. Disability:		1			1
10. Non-EEO Basis					
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:					
2. Assignment of Duties:		1			1
3. Awards:					
4. Conversion to Full Time:					
5. Disciplinary Action:			1		1
a. Demotion:			1		1
b. Reprimand:					
c. Suspension:					
d. Removal:					
e. Other:					
6. Duty Hours:					
7. Evaluation/Appraisal:					
8. Examination/Test:					
9. Harassment:		2		1	3
a. Non-sexual:		1			1
b. Sexual:		1		1	2
10. Medical Examination:					
11. Pay Including Overtime:					
12. Promotion/Non-Selection:					
13. Reassignment:					
a. Denied:					
b. Directed:					
14. Reasonable Accommodation:		1			1
15. Reinstatement:					
16. Retirement:					
17. Termination:					
18. Terms/Conditions of Employment:					
19. Time and Attendance:					

20. Training:					
21. Other:					
E. Decisions involving discrimination after a hearing:	4	6			10
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	1			2	3
a. American Indian/Alaskan Native:					
b. American Asian/Pacific Islander:				1	1
c. Black:					
d. White:	1			1	2
2. Color:					
3. Sex:	3			1	4
a. Male:	1				1
b. Female:	2			1	3
4. Age:				1	1
5. Religion:					
6. Reprisal:	1	6		3	10
7. National Origin:	1				1
a. Hispanic:	1				1
b. Other:					
8. Equal Pay Act:					
a. Male:					
b. Female:					
9. Disability:	1				1
10. Non-EEO Basis					
G. Decisions involving discrimination after a hearing broken down by issue:					
1. Appointment/Hire:					
2. Assignment of Duties:		6			6
3. Awards:					
4. Conversion to Full Time:					
5. Disciplinary Action:					
a. Demotion:					
b. Reprimand:					
c. Suspension:					
d. Removal:					
e. Other:					
6. Duty Hours:		6			6

7. Evaluation/Appraisal:				1	1
8. Examination/Test:					
9. Harassment:	1	6		1	8
a. Non-sexual:		6		1	7
b. Sexual:	1				1
10. Medical Examination:	1				1
11. Pay Including Overtime:		2			2
12. Promotion/Non-Selection:	1			1	2
13. Reassignment:		6		1	7
a. Denied:					
b. Directed:		6		1	7
14. Reasonable Accommodation:	1				1
15. Reinstatement:					
16. Retirement:					
17. Termination:	1				1
18. Terms/Conditions of Employment:		6			6
19. Time and Attendance:					
20. Training:					
21. Other:					
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2008</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:	295	443	414	447	447
B. Number of complaints pending hearing:	186	192	235	254	254
C. Number of complaints pending final agency action:	101	87	151	118	118
D. Number of complaints pending decision on appeal:	48	74	67	77	77
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2008</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):	142	206	237	208	208