

**COMPONENT:** United States Marshals Service

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2<sup>nd</sup> Quarter FY2004</b>	<b>3<sup>rd</sup> Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	63	69	66		66
B. Filed during the quarter	11	12	10		33
C. Pending, at any time, during the quarter	74	81	76		76
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2<sup>nd</sup> Quarter FY 2004</b>	<b>3rd Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	55	63	59		59
B. Who filed a complaint during this quarter	11	12	10		33
C. Who had a complaint pending at any time during this quarter	66	75	69		69
D. Who filed two or more complaints during this quarter	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 2004</b>	<b>2nd Quarter FY 2004</b>	<b>3rd Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis:					
1. Race:	4	2	1		7
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	1	0	0		1
c. Black:	2	2	0		4
d. White:	1	0	1		2
2. Color:	0	0	0		0

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

7. Evaluation/Appraisal	0	0	1		1
8. Examination/Test:	0	0	0		0
9. Harassment:	0	5	3		8
a. Non-sexual:	0	4	2		6
b: Sexual	0	1	1		2
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	3	0	0		3
12. Promotion/Non-Selection	4	3	0		7
13. Reassignment:	0	2	0		2
a. Denied:	0	0	0		0
b. Directed:	0	2	0		2
14. Reasonable Accommodation:	0	0	1		1
15. Reinstatement:	0	0	0		0
16. Retirement:	0	0	0		0
17. Termination:	1	1	5		7
18: Terms & Conditions of Employment:	1	0	0		1
19. Time & Attendance:	0	0	0		0
20. Training:	2	0	0		2
21. Other:	0	1	0		1
<b>IV. Time measurements <del>B</del>All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2nd Quarter FY 2004</b>	<b>3rd Quarter FY 2004</b>	<b>4th Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	241.25	214	214.27		223
B. Average number of days for Final Agency Decision:	206	57	147		137
C. Average number of days for Final Agency Action	206	104	212		174

D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	0	0	5		5
E. Average number of days complaints were pending at the time of dismissal	0	0	113.60		113.60
<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 2004 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2004 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2004 # / %</b>	<b>4<sup>th</sup> Quarter FY 2004 # / %</b>	<b>Year to Date Total</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	0	0		1
B. Decisions finding discrimination without a hearing:	0	0	0		0
C. Decisions finding discrimination without a hearing broken down by basis:					
1. Race:	0	0	0		0
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	0	0	0		0
d. White:	0	0	0		0
2. Color:	0	0	0		0
3. Sex:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
4. Age:	0	0	0		0
5. Religion:	0	0	0		0
6. Reprisal:	0	0	0		0

7. National Origin:	0	0	0		0
a. Hispanic:	0	0	0		0
b. Other:	0	0	0		0
8. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
9. Disability:	0	0	0		0
10. Non-EEO Basis	0	0	0		0
D. Decisions finding discrimination without a hearing broken down by issue:					
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	0	0		0
3. Awards:	0	0	0		0
4. Conversion to Full Time:	0	0	0		0
5. Disciplinary Action:	0	0	0		0
a. Demotion:	0	0	0		0
b. Reprimand:	0	0	0		0
c. Suspension:	0	0	0		0
d. Removal:	0	0	0		0
e. Other:	0	0	0		0
6. Duty Hours:	0	0	0		0
7. Evaluation/Appraisal:	0	0	0		0
8. Examination/Test:	0	0	0		0
9. Harassment:	0	0	0		0
a. Non-sexual:	0	0	0		0
b. Sexual:	0	0	0		0
10. Medical Examination:	0	0	0		0

11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	0	0	0		0
13. Reassignment:	0	0	0		0
a. Denied:	0	0	0		0
b. Directed:	0	0	0		0
14. Reasonable Accommodation:	0	0	0		0
15. Reinstatement:	0	0	0		0
16. Retirement:	0	0	0		0
17. Termination:	0	0	0		0
18. Terms/Conditions of Employment:	0	0	0		0
19. Time and Attendance:	0	0	0		0
20. Training:	0	0	0		0
21. Other:	0	0	0		0
E. Decisions involving discrimination after a hearing:	1	0	0		1
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	0	0	0		0
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	0	0	0		0
d. White:	0	0	0		0
2. Color:	0	0	0		0

3. Sex:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
4. Age:	0	0	0		0
5. Religion:	0	0	0		0
6. Reprisal:	1	0	0		1
7. National Origin:	0	0	0		0
a. Hispanic:	0	0	0		0
b. Other:	0	0	0		0
8. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
9. Disability:	0	0	0		0
10. Non-EEO Basis	0	0	0		0
G. Decisions involving discrimination after a hearing broken down by issue:					
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	0	0		0
3. Awards:	0	0	0		0
4. Conversion to Full Time:	0	0	0		0
5. Disciplinary Action:	0	0	0		0
a. Demotion:	0	0	0		0
b. Reprimand:	0	0	0		0
c. Suspension:	0	0	0		0
d. Removal:	0	0	0		0
e. Other:	0	0	0		0
6. Duty Hours:	0	0	0		0

7. Evaluation/Appraisal:	0	0	0		0
8. Examination/Test:	0	0	0		0
9. Harassment:	1	0	0		1
a. Non-sexual:	1	0	0		1
b. Sexual:	0	0	0		0
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	0	0	0		0
13. Reassignment:	0	0	0		0
a. Denied:	0	0	0		0
b. Directed:	0	0	0		0
14. Reasonable Accommodation:	0	0	0		0
15. Reinstatement:	0	0	0		0
16. Retirement:	0	0	0		0
17. Termination:	0	0	0		0
18. Terms/Conditions of Employment:	0	0	0		0
19. Time and Attendance:	0	0	0		0
20. Training:	0	0	0		0
21. Other:	0	0	0		0
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2nd Quarter FY 2004</b>	<b>3<sup>rd</sup> Quarter FY 2004</b>	<b>4<sup>th</sup> Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	20	28	26		26
B. Number of complaints pending hearing:	21	23	18		18
C. Number of complaints pending final agency action:	28	15	21		21
D. Number of complaints pending					



decision on appeal:	12	12	10		10
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2004</b>	<b>2<sup>nd</sup> Quarter FY 2004</b>	<b>3<sup>rd</sup> Quarter FY 2004</b>	<b>4<sup>th</sup> Quarter FY 2004</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	26	28	16		16