

COMPONENT: U.S. Department of Justice

EEO COMPLAINT DATA	1st Quarter FY 2004	2nd Quarter FY2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	1,194	1,178	1,142		1,142
B. Filed during the quarter	163	126	153		442
C. Pending, at any time, during the quarter	1,364	1,304	1,300		1,300
II. Number of Filers	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Who had a complaint pending at the start of the quarter	1,132	1,056	1,093		1,093
B. Who filed a complaint during this quarter	163	221	153		153
C. Who had a complaint pending at any time during this quarter	1,293	1,250	1,242		1,242
D. Who filed two or more complaints during this quarter	0	0	2		2
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	286	54	58		398
a. American Indian/Alaskan Native:	0	1	1		2
b. American Asian/Pacific Islander:	3	3	3		9
c. Black:	266	35	35		336

d. White:	17	15	19		51
2. Color:	0	1	0		1
3. Sex:	78	73	82		233
a. Male:	38	24	25		87
b. Female:	40	49	57		146
4. Age:	35	30	53		118
5. Religion:	8	10	9		27
6. Reprisal:	88	82	71		241
7. National Origin:	22	25	27		74
a. Hispanic:	14	14	21		49
b. Other:	8	11	6		25
8. Equal Pay Act	1	0	0		1
a. Male:	0	0	0		0
b. Female	1	0	0		1
9. Disability:	28	16	24		68
10. Non-EEO Basis	2	0	2		4
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	4	3	3		10
2. Assignment of Duties	26	8	8		42
3. Awards:	10	3	2		15
4. Conversion to Full Time:	0	0	0		0
5. Disciplinary Action	15	15	26		56
a. Demotion	1	0	2		3
b. Reprimand	2	3	1		6
c. Suspension	6	3	9		18
d. Removal	0	5	10		15

e. Other:	6	4	4		14
6. Duty Hours	6	3	7		16
7. Evaluation/Appraisal	22	9	12		43
8. Examination/Test:	0	3	1		4
9. Harassment:	47	35	44		126
a. Non-sexual:	34	28	34		96
b: Sexual	13	7	10		30
10. Medical Examination:	0	0	1		1
11. Pay Including Overtime:	7	1	0		8
12. Promotion/Non-Selection	47	35	26		108
13. Reassignment:	9	13	7		29
a. Denied:	4	7	3		14
b. Directed:	5	6	4		15
14. Reasonable Accommodation:	9	2	4		15
15. Reinstatement:	0	0	1		1
16. Retirement:	0	0	0		0
17. Termination:	8	1	7		16
18: Terms & Conditions of Employment:	13	14	12		39
19. Time & Attendance:	7	6	6		19
20. Training:	4	7	6		17
21. Other:	6	22	12		40
IV. Time measurements All complaints pending at any time during the quarter	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Average number of days for Investigation:	191.0	213.5	231.7		231.7
B. Average number of days for	343.7	436.4	509.0		509.0

Final Agency Decision:					
C. Average number of days for Final Agency Action	247.0	334.4	419.1		419.1
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	32	25	51		108
E. Average number of days complaints were pending at the time of dismissal	143.6	99.3	197.8		197.8
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2004 # / %	2nd Quarter FY 2004 # / %	3rd Quarter FY 2004 # / %	4th Quarter FY 2004 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	3	0	4		7
B. Decisions finding discrimination without a hearing:	1 (33.3%)	0	3 (75.0%)		4
C. Decisions finding discrimination without a hearing broken down by basis:					
1. Race:	1	0	0		1
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	1	0	0		1
d. White:	0	0	0		0
2. Color:	0	0	0		0
3. Sex:	1	0	1		2
a. Male:	0	0	0		0
b. Female:	1	0	1		2
4. Age:	0	0	0		0

5. Religion:	0	0	0		0
6. Reprisal:	1	0	1		2
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:	1	0	0		1
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	1		1
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	2		2
a. Non-sexual:	0	0	2		2

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:	1	0	0		1
15. Reinstatement:	0	0	0		0
16. Retirement:	0	0	0		0
17. Termination:	1	0	1		2
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:	2 (66.6%)	0	1 (25.0%)		3
F. Decisions involving discrimination after a hearing broken down by basis:					
1. Race:	1	0	1		2
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	1	0	0		1

d. White:	0	0	1		1
2. Color:	0	0	0		0
3. Sex:	1	0	1		2
a. Male:	1	0	0		1
b. Female:	0	0	1		1
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	1		1
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:	2	0	0		2
a. Non-sexual:	1	0	0		1
b. Sexual:	1	0	0		1
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	1	0	0		1
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
VI. Status of all pending complaints	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Number of complaints pending investigation:	217	290	274		274
B. Number of complaints pending	535	495	441		441

hearing:					
C. Number of complaints pending final agency action:	351	255	228		228
D. Number of complaints pending decision on appeal:	168	177	217		217
VII. Complaints not timely investigated	1st Quarter FY 2004	2nd Quarter FY 2004	3rd Quarter FY 2004	4th Quarter FY 2004	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR 1614.106(e)(2):	95	98	133		133