

COMPONENT: Bureau of Alcohol, Tobacco, Firearms and Explosives

EEO COMPLAINT DATA	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	91	90	90	104	104
B. Filed during the quarter	8	13	9	14	44
C. Pending, at any time, during the quarter	99	103	99	118	118
II. Number of Filers	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Who had a complaint pending at the start of the quarter	62	69	73	74	74
B. Who filed a complaint during this quarter	8	13	9	14	44
C. Who had a complaint pending at any time during this quarter	70	82	82	88	88
D. Who filed two or more complaints during this quarter	0	0	0	0	0
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	2	5	5	9	21
a. American Indian/Alaskan Native:	0	0	0	0	0

b. American Asian/Pacific Islander:	0	1	0	0	1
c. Black:	2	3	5	8	18
d. White:	0	1	0	1	2
2. Color:	1	0	3	1	5
3. Sex:	3	6	5	5	19
a. Male:	0	0	0	1	1
b. Female:	3	6	5	4	18
4. Age:	2	2	3	7	14
5. Religion:	1	0	0	0	1
6. Reprisal:	2	4	4	7	17
7. National Origin:	1	0	1	1	3
a. Hispanic:	0	0	1	0	1
b. Other:	1	0	0	1	2
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:	4	6	5	0	15
10. Non-EEO Basis	0	1	0	0	1
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	0	2	2	0	4
2. Assignment of Duties	0	1	1	0	2
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	0	0	2	3	5
a. Demotion	0	0	1	1	2
b. Reprimand	0	0	1	1	2

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

IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Average number of days for Investigation:	170	152	131	111	141
B. Average number of days for Final Agency Decision:	749	1,016	461	593	705
C. Average number of days for Final Agency Action	845	514	1005	943	827
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	0	0	0	1	1
E. Average number of days complaints were pending at the time of dismissal	0	0	0	124	124
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1	0	0	0	1
A. Total number of final agency actions (decisions) involving discrimination during the quarter	1	0	0	0	1
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
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
21. Other:	0	0	0	0	0

E. Decisions involving discrimination after a hearing:	1	0	0	0	1
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	0	0	0
4. Age:	0	0	0	0	0
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	0	0	1
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	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:	1	0	0	0	1
a. Denied:	0	0	0	0	0
b. Directed:	1	0	0	0	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
VI. Status of all pending complaints	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Number of complaints pending investigation:	23	24	15	21	21
B. Number of complaints pending hearing:	52	48	44	47	47
C. Number of complaints pending final agency action:	16	17	23	22	22
D. Number of complaints pending decision on appeal:	3	10	3	7	7
VII. Complaints not timely investigated	1st Quarter FY 2016	2nd Quarter FY 2016	3rd Quarter FY 2016	4th Quarter FY 2016	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	0	0	0	0	0