

COMPONENT: U.S. Department of Justice (DOJ)

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	1780	1871	1853	1852	1852
B. Filed during the quarter	210	203	181	218	812
C. Pending, at any time, during the quarter	1990	2074	2034	2070	2070
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	1663	1819	1798	1785	1785
B. Who filed a complaint during this quarter	210	203	181	218	812
C. Who had a complaint pending at any time during this quarter	1873	2022	1979	2003	2003
D. Who filed two or more complaints during this quarter	1	0	1	0	2
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:	85	74	68	80	307
a. American Indian/Alaskan Native:	1	1	0	0	2
b. American Asian/Pacific Islander:	4	4	1	2	11
c. Black:	58	45	49	58	210
d. White:	22	24	18	20	84

2. Color:	32	27	29	36	124
3. Sex:	93	75	75	92	335
a. Male:	33	22	19	29	103
b. Female:	60	53	56	63	232
4. Age:	61	49	35	66	211
5. Religion:	8	8	9	12	37
6. Reprisal:	104	90	105	110	409
7. National Origin:	18	25	30	33	106
a. Hispanic:	10	13	20	19	62
b. Other:	8	12	10	14	44
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:	54	55	43	49	201
10. Non-EEO Basis	8	11	16	16	51
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	11	17	7	10	45
2. Assignment of Duties	16	14	20	34	84
3. Awards:	2	1	3	8	14
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	13	19	16	16	64
a. Demotion	2	1	2	1	6
b. Reprimand	1	6	2	2	11
c. Suspension	6	6	5	10	27
d. Removal	0	4	2	2	8
e. Other:	4	2	5	1	12

6. Duty Hours	5	5	5	4	19
7. Evaluation/Appraisal	20	17	20	10	67
8. Examination/Test:	0	0	2	0	2
9. Harassment:	69	74	66	81	290
a. Non-sexual:	57	67	58	72	254
b: Sexual	12	7	8	9	36
10. Medical Examination:	8	3	1	0	12
11. Pay Including Overtime:	7	2	8	1	18
12. Promotion/Non-Selection	39	54	35	49	177
13. Reassignment:	8	9	4	12	33
a. Denied:	3	5	1	5	14
b. Directed:	5	4	3	7	19
14. Reasonable Accommodation:	14	12	14	9	49
15. Reinstatement:	0	0	0	1	1
16. Retirement:	0	2	0	0	2
17. Termination:	19	10	8	9	46
18: Terms & Conditions of Employment:	16	9	15	17	57
19. Time & Attendance:	11	4	12	7	34
20. Training:	5	2	4	3	14
21. Other:	10	11	12	9	42
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:	166.2	215.5	188.21	186.7	189
B. Average number of days for Final Agency Decision:	324.9	558.7	486.5	387	439

C. Average number of days for Final Agency Action	547.39	409.1	426.72	573	489
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	12	12	11	13	48
E. Average number of days complaints were pending at the time of dismissal	93.3	116	64.9	76	87.5
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2016 # / %	2nd Quarter FY 2016 # / %	3rd Quarter FY 2016 # / %	4th Quarter FY 2016 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	3	0	4	3	10
B. Decisions finding discrimination without a hearing:	1	2	2	2	7
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	0	0	2	2
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	1	1
2. Color:	0	0	0	1	1
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	1	1
5. Religion:	0	0	1	1	2
6. Reprisal:	1	0	1	2	4
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	2	1	0	3
10. Non-EEO Basis	0	0	0	1	1
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	1	1
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action:	0	0	0	1	1
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	0	0	0	1	1
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:	1	0	0	1	2
a. Non-sexual:	1	0	0	1	2
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	2	0	0	2
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	0	1	1
13. Reassignment:	0	0	1	0	1
a. Denied:	0	0	0	0	0
b. Directed:	0	0	1	0	1
14. Reasonable Accommodation:	0	0	1	0	1
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: (HWE)	1	0	0	0	1
E. Decisions involving discrimination after a hearing:	2	0	0	1	3
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:	1	0	0	0	1
a. Male:	0	0	0	0	0
b. Female:	1	0	0	0	1
4. Age:	1	0	0	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	2	0	0	1	3
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	1	1
G. Decisions involving discrimination after a hearing broken down by issue:					
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	1	0	0	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
8. Examination/Test:	0	0	0	0	0
9. Harassment:	1	0	0	0	1
a. Non-sexual:	1	0	0	0	1
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	2	0	0	2
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: Hostile Work Environment	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:	330	339	249	293	293

B. Number of complaints pending hearing:	497	464	432	384	384
C. Number of complaints pending final agency action:	224	180	178	224	224
D. Number of complaints pending decision on appeal:	241	96	81	95	95
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):	74	60	74	55	263