

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

EEO COMPLAINT DATA	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	1328	1532	1465	1093	1093
B. Filed during the quarter	202	199	187	167	755
C. Pending, at any time, during the quarter	1530	1731	1652	1260	1260
II. Number of Filers	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Who had a complaint pending at the start of the quarter	1279	1485	1416	1043	1043
B. Who filed a complaint during this quarter	196	199	186	167	748
C. Who had a complaint pending at any time during this quarter	1469	1684	1602	1210	1210
D. Who filed two or more complaints during this quarter	6	3	1	2	12
III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	76	79	61	58	274
a. American Indian/Alaskan Native:	2	1	1	1	5
b. American Asian/Pacific Islander:	4	3	5	4	16
c. Black:	51	61	41	41	194
d. White:	19	14	14	12	59

2. Color:	23	29	19	16	87
3. Sex:	72	72	77	74	295
a. Male:	23	23	20	21	87
b. Female:	49	49	57	53	208
4. Age:	50	36	35	45	166
5. Religion:	11	13	11	5	40
6. Reprisal:	111	87	85	88	371
7. National Origin:	28	22	31	16	97
a. Hispanic:	15	12	14	8	49
b. Other:	13	10	17	8	48
8. Equal Pay Act	0	1	4	1	6
a. Male:	0	1	0	0	1
b. Female	0	0	4	1	5
9. Disability:	49	36	30	37	152
10. Non-EEO Basis	12	16	13	11	52
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	11	6	6	9	32
2. Assignment of Duties	17	18	19	12	66
3. Awards:	1	2	4	5	12
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	14	19	13	19	65
a. Demotion	0	1	0	2	3
b. Reprimand	6	6	3	8	23
c. Suspension	3	10	3	6	22
d. Removal	4	1	2	1	8
e. Other:	1	1	5	2	9

6. Duty Hours	4	0	3	7	14
7. Evaluation/Appraisal	20	21	15	18	74
8. Examination/Test:	2	2	0	1	5
9. Harassment:	63	54	37	50	204
a. Non-sexual:	54	48	27	43	172
b: Sexual	9	6	10	7	32
10. Medical Examination:	2	0	0	0	2
11. Pay Including Overtime:	1	7	3	3	14
12. Promotion/Non-Selection	38	32	32	34	136
13. Reassignment:	14	6	9	6	35
a. Denied:	3	0	4	3	10
b. Directed:	11	6	5	3	25
14. Reasonable Accommodation:	13	9	3	11	36
15. Reinstatement:	1	0	0	0	1
16. Retirement:	2	1	0	2	5
17. Termination:	5	13	6	3	27
18: Terms & Conditions of Employment:	26	25	6	19	76
19. Time & Attendance:	13	12	10	1	36
20. Training:	5	8	2	2	17
21. Other:	11	5	8	8	32
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Average number of days for Investigation:	208.56	195.49	191.51	186	195.39
B. Average number of days for Final Agency Decision:	393.26	570.2	544.27	584	523

C. Average number of days for Final Agency Action	353.68	348.31	381.49	426.36	377.46
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	20	28	25	30	103
E. Average number of days complaints were pending at the time of dismissal	90.8	87.49	110.3	89	94.4
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2012 # / %	2nd Quarter FY 2012 # / %	3rd Quarter FY 2012 # / %	4th Quarter FY 2012 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter	2	8	2	3	15
B. Decisions finding discrimination without a hearing:	0	4	1	2	7
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	2	0	1	3
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	1	0	0	1
c. Black:	0	1	0	1	2
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	0	2	1	3
a. Male:	0	0	0	0	0
b. Female:	0	0	2	1	3

4. Age:	0	0	0	1	1
5. Religion:	0	0	0	0	0
6. Reprisal:	0	2	0	0	2
7. National Origin:	0	1	1	0	2
a. Hispanic:	0	0	0	0	0
b. Other:	0	1	1	0	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:	0	3	0	1	4
10. Non-EEO Basis	0	0	0	0	0
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:	0	1	0	1	2
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	1	0	0	1
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	1	0	0	1
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	1	0	2
a. Non-sexual:	1	0	0	0	1
b. Sexual:	0	0	1	0	1
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	1	1	1	3
a. Denied:	0	1	0	0	1
b. Directed:	0	0	1	1	2
14. Reasonable Accommodation:	0	2	0	1	3
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	1	0	0	1
20. Training:	0	0	0	0	0
21. Other: (HWE)	0	1	0	0	1
E. Decisions involving discrimination after a hearing:	1	4	0	2	7
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	2	0	1	3
a. Male:	0	0	0	1	1
b. Female:	0	2	0	0	2
4. Age:	1	0	0	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	1	1	0	1	3
7. National Origin:	0	0	0	1	1
a. Hispanic:	0	0	0	1	1
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:	1	1	0	1	3
10. Non-EEO Basis	0	1	0	0	1
G. Decisions involving discrimination after 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	3	0	0	3
a. Non-sexual:	0	1	0	0	1
b. Sexual:	0	2	0	0	2
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	1	1	0	1	3
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation:	1	0	0	1	2
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: Hostile Work Environment	0	0	0	1	1
VI. Status of all pending complaints	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Number of complaints pending investigation:	270	244	257	239	239

B. Number of complaints pending hearing:	304	287	293	286	286
C. Number of complaints pending final agency action:	193	153	138	142	142
D. Number of complaints pending decision on appeal:	160	162	167	114	114
VII. Complaints not timely investigated	1st Quarter FY 2012	2nd Quarter FY 2012	3rd Quarter FY 2012	4th Quarter FY 2012	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	40	62	80	69	69