

COMPONENT: Bureau of Alcohol, Tobacco, Firearms and Explosives

EEO COMPLAINT DATA	1st Quarter FY 2014	2nd Quarter FY 2015	3rd Quarter FY 2015	4th Quarter FY 2015	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	65	67	76	87	87
B. Filed during the quarter	9	13	12	12	46
C. Pending, at any time, during the quarter	74	80	88	99	99
II. Number of Filers	1st Quarter FY 2014	2nd Quarter FY 2015	3rd Quarter FY 2015	4th Quarter FY 2015	Year to Date Total
A. Who had a complaint pending at the start of the quarter	45	41	52	58	58
B. Who filed a complaint during this quarter	9	13	12	12	46
C. Who had a complaint pending at any time during this quarter	54	54	64	70	70
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 2014	2nd Quarter FY 2015	3rd Quarter FY 20145	4th Quarter FY 2015	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	5	5	4	4	18
a. American Indian/Alaskan Native:	0	0	0	0	0

b. American Asian/Pacific Islander:	2	3	1	0	6
c. Black:	1	2	1	1	5
d. White:	2	0	1	4	7
2. Color:	1	0	1	2	4
3. Sex:	6	3	5	4	18
a. Male:	2	1	1	1	5
b. Female:	4	2	4	3	13
4. Age:	5	3	0	5	13
5. Religion:	0	1	0	0	1
6. Reprisal:	5	7	4	6	22
7. National Origin:	4	2	2	1	9
a. Hispanic:	1	2	0	1	4
b. Other:	3	0	2	0	5
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	4	4	3	15
10. Non-EEO Basis	2	1	0	0	3
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	0	2	2	4	8
2. Assignment of Duties	2	1	0	0	3
3. Awards:	0	0	0	0	0
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	1	2	3	1	7
a. Demotion	0	0	0	0	0
b. Reprimand	0	0	0	0	0

c. Suspension	1	1	3	1	6
d. Removal	0	1	0	0	1
e. Other:	0	0	0	0	0
6. Duty Hours	1	1	0	0	2
7. Evaluation/Appraisal	3	3	1	0	7
8. Examination/Test:	0	0	7	1	8
9. Harassment:	8	5	6	3	22
a. Non-sexual:	6	5	6	3	20
b: Sexual	2	0	0	0	2
10. Medical Examination:	0	0	0	1	1
11. Pay Including Overtime:	1	1	0	0	2
12. Promotion/Non-Selection	1	1	1	2	5
13. Reassignment:	2	1	1	3	7
a. Denied:	0	0	0	0	0
b. Directed:	2	1	1	3	7
14. Reasonable Accommodation:	0	2	1	1	4
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:	2	0	0	2	4
19. Time & Attendance:	0	0	1	0	1
20. Training:	0	1	0	0	1
21. Other: HWE	3	4	1	1	9

IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2014	2nd Quarter FY 2015	3rd Quarter FY 2015	4th Quarter FY 2015	Year to Date Total
A. Average number of days for Investigation:	104.4	107	122.8	133	117
B. Average number of days for Final Agency Decision:	593	1340	836	767	884
C. Average number of days for Final Agency Action	768.5	729.1	656.6	720	718
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	0	0	0	0	0
E. Average number of days complaints were pending at the time of dismissal	0	0	0	0	0
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.					
A. Total number of final agency actions (decisions) involving discrimination during the quarter	0	0	0	1	1
B. Decisions finding discrimination without a hearing:	0	0	0	1	1
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	1	1
a. Male:	0	0	0	0	0
b. Female:	0	0	0	1	1
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	1	1
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	1	1
a. Non-sexual:	0	0	0	1	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:	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:	0	0	0	0	0
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:	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

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
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
VI. Status of all pending complaints	1st Quarter FY 2014	2nd Quarter FY 2015	3rd Quarter FY 2015	4th Quarter FY 2015	Year to Date Total
A. Number of complaints pending investigation:	16	22	23	26	26
B. Number of complaints pending hearing:	40	43	47	51	51
C. Number of complaints pending final agency action:	11	12	15	16	16
D. Number of complaints pending decision on appeal:	5	3	1	1	1
VII. Complaints not timely investigated	1st Quarter FY 2014	2nd Quarter FY 2015	3rd Quarter FY 2015	4th Quarter FY 2015	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	1*	0	0	0	0

*Conflict case