

FBI NO FEAR Report –Fourth Quarter, FY 2016

COMPONENT: Federal Bureau of Investigation (FBI)

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2016</b>	<b>2<sup>nd</sup> Quarter FY2016</b>	<b>3<sup>rd</sup> Quarter FY 2016</b>	<b>4th Quarter FY 2016</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter	298	310	310	310	310
B. Filed during the quarter	37	33	25	34	129
C. Pending, at any time, during the quarter	296	343	335	344	344
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter	259	310	310	310	310
B. Who filed a complaint during this quarter	37	33	25	34	129
C. Who had a complaint pending at any time during this quarter	296	343	335	344	344
D. Who filed two or more complaints during this quarter	0	0	0	0	0
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2nd Quarter FY 2015</b>	<b>3rd Quarter FY 2015</b>	<b>4th Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis:					
1. Race:	5	3	1	1	10
a. American Indian/Alaskan Native:	1	0	0	0	1
b. American Asian/Pacific Islander:	1	2	0	0	3
c. Black:	2	1	0	1	4
d. White:	1	0	1	0	2
2. Color:	6	1	3	1	11

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3. Sex	18	13	9	14	54
a. Male:	4	2	3	4	13
b. Female:	14	11	6	10	41
4. Age:	15	10	2	6	33
5. Religion:	2	0	0	0	2
6. Reprisal:	16	12	9	7	44
7. National Origin:	2	5	0	4	11
a. Hispanic:	0	2	0	0	2
b. Other:	2	3	0	4	9
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:	11	9	7	8	35
10. Non-EEO Basis	3	0	0	1	4
<b>B. Complaints filed during the quarter broken down by issue:</b>					
1. Appointment/Hire:	2	7	1	5	15
2. Assignment of Duties	6	4	4	5	19
3. Awards:	0	1	0	0	1
4. Conversion to Full Time:	0	0	0	0	0
5. Disciplinary Action	6	6	3	2	17
a. Demotion	2	1	0	0	3
b. Reprimand	0	1	0	0	1
c. Suspension	1	1	1	1	4
d. Removal	0	1	1	1	3
e. Other:	3	2	1	0	6

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6. Duty Hours	2	0	0	0	2
7. Evaluation/Appraisal	6	3	1	4	14
8. Examination/Test:	0	0	1	0	1
9. Harassment:	8	11	7	9	35
a. Non-sexual:	8	9	7	8	32
b: Sexual	0	2	0	1	3
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	1	0	1
12. Promotion/Non-Selection	6	5	2	5	18
13. Reassignment:	4	1	2	5	12
a. Denied:	2	1	1	3	7
b. Directed:	2	0	1	2	5
14. Reasonable Accommodation:	0	3	2	1	6
15. Reinstatement:	0	0	0	0	0
16. Retirement:	0	0	0	0	0
17. Termination:	8	3	0	4	15
18: Terms & Conditions of Employment:	4	1	0	0	5
19. Time & Attendance:	3	2	1	3	9
20. Training:	2	1	0	1	4
21. Other:	1	0	1	1	3
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2016</b>	<b>2nd Quarter FY 2016</b>	<b>3rd Quarter FY 2016</b>	<b>4th Quarter FY 2016</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	188.90	184.70	168.11	154.88	174.14
B. Average number of days for Final Agency Decision:	383.80	286.67	344.00	435.83	253.61

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C. Average number of days for Final Agency Action	753.12	861.73	733.78	542.90	722.88
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	2	2	3	4	11
E. Average number of days complaints were pending at the time of dismissal	226	95.50	65.00	74.00	115.12
<b>V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.</b>	<b>1<sup>st</sup> Quarter FY 2016 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2016 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2016 # / %</b>	<b>4<sup>th</sup> Quarter FY 2016 # / %</b>	<b>Year to Date Total0</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter	0	0	2	1	3
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

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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

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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:	0	0	0	1	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

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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	1	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	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:	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

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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



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<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2016</b>	<b>2<sup>nd</sup> Quarter FY 2016</b>	<b>3<sup>rd</sup> Quarter FY 2016</b>	<b>4<sup>th</sup> Quarter FY 2016</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	31	37	21	29	29
B. Number of complaints pending hearing:	178	171	169	162	162
C. Number of complaints pending final agency action:	79	68	70	73	73
D. Number of complaints pending decision on appeal:	16	44	35	34	34
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2015</b>	<b>2<sup>nd</sup> Quarter FY 2015</b>	<b>3<sup>rd</sup> Quarter FY 2015</b>	<b>4<sup>th</sup> Quarter FY 2015</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	2	1	3	5	11