

**COMPONENT:** Department of Justice (DOJ)

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2023</b>	<b>2<sup>nd</sup> Quarter FY2023</b>	<b>3<sup>rd</sup> Quarter FY 2023</b>	<b>4<sup>th</sup> Quarter FY 2023</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter:	2,660	2,727	2,772	2,822	2,822
B. Filed during the quarter:	217	417	209	199	1,042
C. Pending, at any time, during the quarter:	2,877	2,939	2,983	3,022	3,022
<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2023</b>	<b>2<sup>nd</sup> Quarter FY 2023</b>	<b>3<sup>rd</sup> Quarter FY 2023</b>	<b>4<sup>th</sup> Quarter FY 2023</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter:	2,621	2,688	2,737	2,782	2,782
B. Who filed a complaint during this quarter:	216	417	209	199	1,041
C. Who had a complaint pending at any time during this quarter:	2,834	2,894	2,944	2,979	2,979
D. Who filed two or more complaints during this quarter:	1	0	1	1	3
<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2023</b>	<b>2<sup>nd</sup> Quarter FY 2023</b>	<b>3<sup>rd</sup> Quarter FY 2023</b>	<b>4<sup>th</sup> Quarter FY 2023</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis:					
1. Race:	70	158	84	105	417
a. American Indian/Alaskan Native:	2	5	0	2	9
b. American Asian/Pacific Islander:	5	12	7	7	31
c. Black:	44	96	61	84	285
d. White:	16	35	14	16	81
e. Two or More Races	3	7	2	7	19
2. Color:	39	79	50	64	232
3. Sex:	85	174	94	104	457
a. Male:	27	54	26	31	138
b. Female:	58	120	68	70	316
4. Age:	69	102	43	45	259

5. Religion:	10	18	11	11	50
6. Reprisal:	41	234	111	101	487
7. Pregnancy (PDA):	8	10	2	3	23
8. National Origin:	20	47	26	34	127
a. Hispanic:	12	23	13	17	65
b. Other:	8	24	13	17	62
9. Equal Pay Act:	8	8	0	0	16
a. Male:	7	7	0	0	14
b. Female:	1	1	0	0	2
10. Disability:	57	122	66	52	297
11. Genetics:	1	3	1	1	6
12. Non-EEO Basis:	14	38	16	34	102
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	8	15	7	13	43
2. Assignment of Duties:	32	47	11	17	107
3. Awards:	5	9	4	4	22
4. Conversion to Full Time/Perm Status:	0	0	0	2	2
5. Disciplinary Action:	11	30	26	24	91
a. Demotion:	0	2	3	2	7
b. Reprimand:	3	6	3	0	12
c. Suspension:	3	9	9	9	30
d. Removal:	2	3	5	4	14
e. Other:	3	11	7	9	30
6. Duty Hours:	5	6	0	1	12
7. Perf. Eval/ Appraisal:	27	49	21	31	128
8. Examination/Test:	1	1	0	6	8
9. Harassment:	92	202	86	108	488
a. Non-sexual:	80	180	78	101	439

b: Sexual:	12	22	8	7	49
10. Medical Examination:	3	8	2	1	14
11. Pay Including Overtime:	11	15	5	4	35
12. Promotion/Non-Selection:	39	76	32	33	180
13. Reassignment:	11	21	9	11	52
a. Denied:	4	4	1	8	17
b. Directed:	9	17	8	3	37
14. Reasonable Accommodation Disability:	11	26	16	15	68
15. Reinstatement:	1	1	1	0	3
16. Religious Accommodation:	5	5	0	0	10
17. Retirement:	1	2	1	2	6
18. Sex-Stereotyping:	3	5	11	11	30
19. Telework:	6	7	2	1	16
20. Termination:	4	9	11	12	36
21. Terms/Conditions of Employment:	48	75	17	41	181
22. Time and Attendance:	10	17	10	10	47
23. Training:	3	5	9	3	20
24. Other:	1	5	1	10	17
<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2023</b>	<b>2<sup>nd</sup> Quarter FY 2023</b>	<b>3<sup>rd</sup> Quarter FY 2023</b>	<b>4<sup>th</sup> Quarter FY 2023</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	159	168	171	182	170
B. Average number of days for Final Agency Decision:	424	543	439	480	472
C. Average number of days for Final Agency Action:	480	317	324	403	381
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a):	8	17	13	8	46
E. Average number of days complaints were pending at the time of dismissal:	50	127	113	234	131
<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 2023 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2023 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2023 # / %</b>	<b>4<sup>th</sup> Quarter FY 2023 # / %</b>	<b>Year to Date Total</b>

A. Total number of final agency actions (decisions) involving discrimination during the quarter:	3	3	8	5	19
B. Decisions finding discrimination without a hearing:	0	2	1	2	5
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	1	1	0	2
a. Male:	0	0	0	0	0
b. Female:	0	1	1	0	2
4. Pregnancy (PDA):	0	0	0	0	0
5. Age:	0	0	0	0	0
6. Religion:	0	0	0	0	0
7. Reprisal:	0	0	0	2	2
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	2	0	1	3
11. Genetics:	0	0	0	0	0
12. 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/Perm Status:	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	0	0
d. Removal:	0	0	1	1	2
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval/ 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	2	0	0	2
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	0	1	2	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 Disability:	0	0	0	1	1
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	0	0	0	0	0
17. Retirement:	0	0	0	0	0
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	0	0	0	0

21. Terms/Conditions of Employment:	0	0	0	0	0
22. Time and Attendance:	0	0	0	0	0
23. Training:	0	0	0	0	0
24. Other:	0	0	0	0	0
E. Decisions involving discrimination after a hearing:	3	1	7	3	14
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	0	5	0	5
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	0	5	0	5
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	1	1	2	2	6
a. Male:	0	0	0	0	0
b. Female:	1	1	2	2	6
4. Age:	0	0	0	1	1
5. Religion:	0	0	0	0	0
6. Reprisal:	2	1	4	2	9
7. Pregnancy (PDA):	0	0	0	0	0
8. National Origin:	0	0	0	0	0
a. Hispanic:	0	0	0	0	0
b. Other:	0	0	0	0	0
9. Equal Pay Act:	0	0	0	1	1
a. Male:	0	0	0	0	0
b. Female:	0	0	0	1	1
10. Disability:	1	0	0	1	2
11. Genetics:	0	0	0	0	0

12. Non-EEO Basis:	0	0	0	0	0
G. Decisions involving discrimination after a hearing broken down by issue					
1. Appointment/Hire:	1	0	1	0	2
2. Assignment of Duties:	0	0	0	0	0
3. Awards:	0	0	0	0	0
4. Conversion to Full Time/Perm Status:	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:	1	0	0	0	1
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval/ Appraisal:	1	0	0	0	1
8. Examination/Test:	0	0	0	0	0
9. Harassment:	2	1	2	0	5
a. Non-sexual:	2	0	1	0	3
b. Sexual:	0	1	1	0	2
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	1	1	2
12. Promotion/Non-Selection:	1	0	2	1	4
13. Reassignment:	0	0	0	0	0
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	0	0
14. Reasonable Accommodation Disability:	0	0	0	1	1
15. Religious Accommodation:	0	0	0	0	0
16. Reinstatement:	0	0	0	0	0
17. Sex-Stereotyping:	0	0	0	0	0

18. Retirement:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	1	0	1	0	2
21. Terms/Conditions of Employment:	0	0	1	0	1
22. Time and Attendance:	1	0	2	0	3
23. Training:	0	0	2	0	2
24. Other:	0	0	0	0	0
<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2023</b>	<b>2<sup>nd</sup> Quarter FY 2023</b>	<b>3<sup>rd</sup> Quarter FY 2023</b>	<b>4<sup>th</sup> Quarter FY 2023</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	337	332	298	329	329
B. Number of complaints pending hearing:	1,209	1,246	1,233	1,193	1,193
C. Number of complaints pending final agency action:	873	888	931	936	936
D. Number of complaints pending decision on appeal:	141	120	118	137	137
<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2023</b>	<b>2<sup>nd</sup> Quarter FY 2023</b>	<b>3<sup>rd</sup> Quarter FY 2023</b>	<b>4<sup>th</sup> Quarter FY 2023</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 C.F.R. § 1614.106(e)(2):	3	5	3	1	12