

COMPONENT: Executive Office for Immigration Review (EOIR)

EEO COMPLAINT DATA	1st Quarter FY 2019	2nd Quarter FY2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	34	37	38	38	38
B. Filed during the quarter:	5	5	5	1	16
C. Pending, at any time, during the quarter:	39	42	43	39	39

II. Number of Filers	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Who had a complaint pending at the start of the quarter:	34	37	38	38	38
B. Who filed a complaint during this quarter:	5	5	5	1	16
C. Who had a complaint pending at any time during this quarter:	39	42	43	39	39
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 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race: ¹	3	2	2	1	8
a. American Indian/Alaskan Native:	0	0	1	0	1
b. American Asian/Pacific Islander:	0	1	0	0	1
c. Black:	0	2	1	1	4
d. White:	2	0	0	0	2
2. Color:	2	0	0	0	2

¹ Under Part III, A, 1 Race: Complainant self-identified as Jewish.

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
3. Sex:	2	2	3	0	7
a. Male:	0	0	0	0	0
b. Female:	2	2	2	0	6
4. Age:	3	1	0	1	5
5. Religion:	2	0	0	0	2
6. Reprisal:	0	1	0	1	2
7. Pregnancy (PDA):	0	0	0	0	0
8. National Origin:	1	1	0	0	2
a. Hispanic:	1	1	0	0	2
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:	1	1	4	0	6
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	0	0	0	0	0
B. Complaints filed during the quarter 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	1	1
c. Suspension:	0	0	0	0	0

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
d. Removal:	0	0	0	0	0
e. Other:	0	0	0	0	0
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	0	2	0	0	2
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	1	0	0	1
12. Promotion/Non-Selection:	3	2	4	0	9
13. Reassignment:	1	0	0	1	2
a. Denied:	0	0	0	1	1
b. Directed:	1	0	0	0	1
14. Reasonable Accommodation Disability:	0	1	1	0	2
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:	1	0	0	0	1
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

IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Average number of days for Investigation:	171	176	136	121	151
B. Average number of days for Final Agency Decision:	278	0	0	126	101
C. Average number of days for Final Agency Action	1256	1126	255	625	816
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	0	1	0	1	2
E. Average number of days complaints were pending at the time of dismissal.	0	91	0	62	38

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	0	0	0	0	0
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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
b. Female:	0	0	0	0	0
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	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	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	0	0	0	0
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	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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
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	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 Disability:	0	0	0	0	0
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

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
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. 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	0	0
a. Male:	0	0	0	0	0
b. Female:	0	0	0	0	0
10. Disability:	0	0	0	0	0
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	0	0	0	0	0

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
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/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:	0	0	0	0	0
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	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 Disability:	0	0	0	0	0

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
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:	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

VI. Status of all pending complaints	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Number of complaints pending investigation:	5	7	5	0	0
B. Number of complaints pending hearing:	25	26	26	24	24
C. Number of complaints pending final agency action:	5	7	6	7	7
D. Number of complaints pending decision on appeal:	2	2	3	4	4

VII. Complaints not timely investigated	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	0	0	0	0	0