

COMPONENT: United States Department of Justice (DOJ)

EEO COMPLAINT DATA	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	2324	2354	2347		2347
B. Filed during the quarter:	236	212	196		644
C. Pending, at any time, during the quarter:	2560	2568	2544		2544

II. Number of Filers	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Who had a complaint pending at the start of the quarter:	2268	2279	2286		2286
B. Who filed a complaint during this quarter:	236	212	196		644
C. Who had a complaint pending at any time during this quarter:	2504	2485	2476		2476
D. Who filed two or more complaints during this quarter:	0	1	1		2

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Complaints filed during the quarter broken down by basis					
1. Race:	83	78	62		223
a. American Indian/Alaskan Native:	2	1	0		3
b. American Asian/Pacific Islander:	6	2	3		11
c. Black:	53	57	40		150
d. White:	22	18	19		59
2. Color:	38	29	30		97
3. Sex:	91	93	77		261

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
a. Male:	34	37	19		90
b. Female:	57	56	58		171
4. Age:	55	57	38		150
5. Religion:	15	10	14		39
6. Reprisal:	122	99	111		332
7. Pregnancy (PDA):	4	1	2		7
8. National Origin:	22	30	30		82
a. Hispanic:	10	15	14		39
b. Other:	12	15	16		43
9. Equal Pay Act:	2	7	0		9
a. Male:	1	1	0		2
b. Female:	1	6	0		7
10. Disability:	67	74	75		216
11. Genetics:	0	2	3		5
12. Non-EEO Basis:	19	19	22		60
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	15	14	7		36
2. Assignment of Duties:	32	26	29		87
3. Awards:	5	5	2		12
4. Conversion to Full Time/Perm Status:	0	0	1		1
5. Disciplinary Action:	19	28	18		65
a. Demotion:	1	3	2		6
b. Reprimand:	5	5	1		11
c. Suspension:	3	8	6		17
d. Removal:	6	6	6		18

III. Breakdown of all Complaints filed during this quarter by basis and issue	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
e. Other:	4	6	3		13
6. Duty Hours:	8	4	5		17
7. Perf. Eval./ Appraisal:	25	30	26		81
8. Examination/Test:	1	3	0		4
9. Harassment:	123	95	90		308
a. Non-sexual:	108	89	84		281
b. Sexual:	15	6	6		27
10. Medical Examination:	1	0	2		3
11. Pay Including Overtime:	9	11	7		27
12. Promotion/Non-Selection:	44	39	36		119
13. Reassignment:	14	11	7		32
a. Denied:	5	1	2		8
b. Directed:	9	10	5		24
14. Reasonable Accommodation Disability:	12	13	15		40
15. Reinstatement:	0	0	2		2
16. Religious Accommodation:	0	0	3		3
17. Retirement:	1	3	0		4
18. Sex-Stereotyping:	0	0	0		0
19. Telework:	0	2	1		3
20. Termination:	12	9	7		28
21: Terms/Conditions of Employment:	27	38	36		101
22. Time and Attendance:	15	21	23		59
23. Training:	9	4	3		16
24. Other:	0	0	0		0

IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Average number of days for Investigation:	178	186	168		177
B. Average number of days for Final Agency Decision:	289	327	381		332
C. Average number of days for Final Agency Action	579	541	438		519
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	6	19	1		26
E. Average number of days complaints were pending at the time of dismissal.	62	107	263		144

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	4	6	0		10
B. Decisions finding discrimination without a hearing:	0	5	1		6
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	3	0		3
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	0	3	0		3
d. White:	0	0	0		0
2. Color:	0	0	0		0
3. Sex:	0	4	0		4
a. Male:	0	0	0		0
b. Female:	0	4	0		4

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
4. Pregnancy (PDA):	0	0	0		0
5. Age:	0	0	0		0
6. Religion:	0	0	0		0
7. Reprisal:	0	2	0		2
8. National Origin:	0	0	0		0
a. Hispanic:	0	0	0		0
b. Other:	0	0	0		0
9. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
10. Disability:	0	1	1		2
11. Genetics:	0	0	0		0
12. Non-EEO Basis:	0	0	0		0
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	1	0		1
3. Awards:	0	0	0		0
4. Conversion to Full Time/Perm Status:	0	0	0		0
5. Disciplinary Action:	0	0	0		0
a. Demotion:	0	0	0		0
b. Reprimand:	0	0	0		0
c. Suspension:	0	0	0		0
d. Removal:	0	0	0		0
e. Other:	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 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
6. Duty Hours:	0	1	0		1
7. Perf. Eval./ Appraisal:	0	0	0		0
8. Examination/Test:	0	0	0		0
9. Harassment:	0	4	0		4
a. Non-sexual:	0	2	0		2
b. Sexual:	0	2	0		2
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	0	1	0		1
13. Reassignment:	0	0	0		0
a. Denied:	0	0	0		0
b. Directed:	0	0	0		0
14. Reasonable Accommodation Disability:	0	0	1		1
15. Reinstatement:	0	0	0		0
16. Religious Accommodation:	0	0	0		0
17. Retirement:	0	0	0		0
18. Sex-Stereotyping:	0	0	0		0
19. Telework:	0	0	0		0
20. Termination:	0	0	0		0
21. Terms/Conditions of Employment:	0	1	0		1
22. Time and Attendance:	0	0	0		0
23. Training:	0	0	0		0
24. Other:	0	0	0		0
E. Decisions involving discrimination after a hearing:	4	1	0		5

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	1	1	0		2
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	1	0	0		1
d. White:	0	0	0		0
2. Color:	0	1	0		1
3. Sex:	3	1	0		4
a. Male:	1	0	0		1
b. Female:	2	1	0		3
4. Age:	1	0	0		1
5. Religion:	0	0	0		0
6. Reprisal:	4	1	0		5
7. Pregnancy (PDA):	0	0	0		0
8. National Origin:	0	0	0		0
a. Hispanic:	0	0	0		0
b. Other:	0	0	0		0
9. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
10. Disability:	0	0	0		0
11. Genetics:	0	0	0		0
12. Non-EEO Basis:	0	0	0		0
G. Decisions involving discrimination after a hearing broken down by issue					

V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	1	0		1
3. Awards:	0	0	0		0
4. Conversion to Full Time/Perm Status:	0	0	0		0
5. Disciplinary Action:	0	0	0		0
a. Demotion:	0	0	0		0
b. Reprimand:	0	0	0		0
c. Suspension:	0	0	0		0
d. Removal:	0	0	0		0
e. Other:	0	0	0		0
6. Duty Hours:	0	0	0		0
7. Perf. Eval./ Appraisal:	0	0	0		0
8. Examination/Test:	0	0	0		0
9. Harassment:	2	0	0		2
a. Non-sexual:	0	0	0		0
b. Sexual:	2	0	0		2
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	2	0	0		2
13. Reassignment:	0	0	0		0
a. Denied:	0	0	0		0
b. Directed:	0	0	0		0
14. Reasonable Accommodation Disability:	0	0	0		0
15. Religious Accommodation:	0	0	0		0
16. Reinstatement:	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 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
17. Sex-Stereotyping:	0	0	0		0
18. Retirement:	0	0	0		0
19. Telework:	0	0	0		0
20. Termination:	3	0	0		3
21. Terms/Conditions of Employment:	0	0	0		0
22. Time and Attendance:	0	0	0		0
23. Training:	0	0	0		0
24. Other:	0	0	0		0

VI. Status of all pending complaints	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Number of complaints pending investigation:	313	387	318		1018
B. Number of complaints pending hearing:	392	403	412		1207
C. Number of complaints pending final agency action:	162	184	167		513
D. Number of complaints pending decision on appeal:	102	100	117		309

VII. Complaints not timely investigated	1st Quarter FY 2020	2nd Quarter FY 2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	55	50	40		145