

COMPONENT: Federal Bureau of Investigation (FBI)

EEO COMPLAINT DATA	1st Quarter FY 2020	2nd Quarter FY2020	3rd Quarter FY 2020	4th Quarter FY 2020	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	314	316	325		325
B. Filed during the quarter:	27	31	29		87
C. Pending, at any time, during the quarter: ¹	342	349	355		355

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:	286	288	297		297
B. Who filed a complaint during this quarter:	27	31	29		87
C. Who had a complaint pending at any time during this quarter: ²	310	313	320		320
D. Who filed two or more complaints during this quarter:	0	0	0		0

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:	3	3	4		10
a. American Indian/Alaskan Native:	0	1	0		1
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	1	1	3		5

¹ Four cases have been remanded this fiscal year. Therefore, the cases were not counted in IA or IB but were counted as pending cases in IC. [One in Q1; Two in Q2; One in Q3]

² Fifteen complainants filed this fiscal year who had previous complaints pending. They were counted in both IIA and IIB, but were only counted once in IIC. [Three in Q1; Six in Q2; Six in Q3]

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
d. White:	2	1	1		4
2. Color:	1	1	2		4
3. Sex:	9	9	9		27
a. Male:	5	4	2		11
b. Female:	4	5	7		16
4. Age:	6	5	6		17
5. Religion:	4	3	1		8
6. Reprisal:	11	12	14		37
7. Pregnancy (PDA):	1	0	0		1
8. National Origin:	3	3	4		10
a. Hispanic:	0	0	1		1
b. Other:	3	3	3		9
9. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
10. Disability:	9	15	10		34
11. Genetics:	0	1	1		2
12. Non-EEO Basis:	4	5	4		13
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	4	4	2		10
2. Assignment of Duties:	5	0	3		8
3. Awards:	0	1	0		1
4. Conversion to Full Time/Perm Status:	0	0	0		0
5. Disciplinary Action:	4	5	5		14
a. Demotion:	1	1	1		3

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
b. Reprimand:	0	0	0		0
c. Suspension:	1	1	0		2
d. Removal:	1	2	1		4
e. Other:	1	1	3		5
6. Duty Hours:	1	1	0		2
7. Perf. Eval./ Appraisal:	1	8	5		14
8. Examination/Test:	1	0	0		1
9. Harassment:	14	15	14		43
a. Non-sexual:	13	15	12		40
b. Sexual:	1	0	2		3
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	1	2	2		5
12. Promotion/Non-Selection:	6	4	0		10
13. Reassignment:	5	3	3		11
a. Denied:	2	1	1		4
b. Directed:	3	2	2		7
14. Reasonable Accommodation Disability:	1	4	0		5
15. Reinstatement:	0	0	1		1
16. Religious Accommodation:	0	0	0		0
17. Retirement:	0	0	0		0
18. Sex-Stereotyping:	0	0	0		0
19. Telework:	0	0	1		1
20. Termination:	4	1	2		7
21: Terms/Conditions of Employment:	0	8	6		14
22. Time and Attendance:	0	0	2		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
23. Training:	0	0	1		1
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:	258	289	288		278
B. Average number of days for Final Agency Decision:	454	575	518		516
C. Average number of days for Final Agency Action	1156	817	1065		1013
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	5	5	1		11
E. Average number of days complaints were pending at the time of dismissal.	85	328	263		225

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.	1	0	0		1
B. Decisions finding discrimination without a hearing:	0	0	0		0
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	0	0		0
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	0	0	0		0
d. White:	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
2. Color:	0	0	0		0
3. Sex:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
4. Pregnancy (PDA):	0	0	0		0
5. Age:	0	0	0		0
6. Religion:	0	0	0		0
7. Reprisal:	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
D. Decisions finding discrimination without a hearing broken down by issue					
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	0	0		0
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

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
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:	0	0	0		0
a. Non-sexual:	0	0	0		0
b. Sexual:	0	0	0		0
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	0	0	0		0
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. 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	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
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:	1	0	0		1
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	0	0		0
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	0		0
c. Black:	0	0	0		0
d. White:	0	0	0		0
2. Color:	0	0	0		0
3. Sex:	1	0	0		1
a. Male:	0	0	0		0
b. Female:	1	0	0		1
4. Age:	0	0	0		0
5. Religion:	0	0	0		0
6. Reprisal:	1	0	0		1
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

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
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					
1. Appointment/Hire:	0	0	0		0
2. Assignment of Duties:	0	0	0		0
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:	1	0	0		1
a. Non-sexual:	0	0	0		0
b. Sexual:	1	0	0		1
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection:	1	0	0		1
13. Reassignment:	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
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
17. Sex-Stereotyping:	0	0	0		0
18. Retirement:	0	0	0		0
19. Telework:	0	0	0		0
20. Termination:	0	0	0		0
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:	87	76	69		69
B. Number of complaints pending hearing:	128	142	139		139
C. Number of complaints pending final agency action:	68	72	79		79
D. Number of complaints pending decision on appeal:	30	33	34		34

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):	16	19	18		53