

FBI NO FEAR Report – Third Quarter, FY 2014

COMPONENT: Federal Bureau of Investigation (FBI)

EEO COMPLAINT DATA	1st Quarter FY 2014	2nd Quarter FY2014	3rd Quarter FY 2014	4th Quarter FY 2014	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter	319	317	320		320
B. Filed during the quarter	23	27	38		88
C. Pending, at any time, during the quarter	339	339	358		358
II. Number of Filers	1st Quarter FY 2014	2nd Quarter FY 2014	3rd Quarter FY 2014	4th Quarter FY 2014	Year to Date Total
A. Who had a complaint pending at the start of the quarter	300	285	302		302
B. Who filed a complaint during this quarter	23	27	38		88
C. Who had a complaint pending at any time during this quarter	323	312	340		340
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 2014	2nd Quarter FY 2014	3rd Quarter FY 2014	4th Quarter FY 2014	Year to Date Total
A. Complaints filed during the quarter broken down by basis:					
1. Race:	6	4	9		19
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	0	0	1		1
c. Black:	4	1	5		10
d. White:	2	3	3		8
2. Color:	2	2	3		7

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3. Sex	6	12	15		33
a. Male:	1	4	3		8
b. Female:	5	8	12		25
4. Age:	7	2	6		15
5. Religion:	0	4	4		8
6. Reprisal:	7	12	17		36
7. National Origin:	2	0	1		3
a. Hispanic:	1	0	0		1
b. Other:	1	0	1		2
8. Equal Pay Act	0	0	0		0
a. Male:	0	0	0		0
b. Female	0	0	0		0
9. Disability:	6	4	4		14
10. Non-EEO Basis	0	0	0		0
B. Complaints filed during the quarter broken down by issue:					
1. Appointment/Hire:	2	0	2		4
2. Assignment of Duties	3	2	3		8
3. Awards:	0	0	0		0
4. Conversion to Full Time:	0	0	0		0
5. Disciplinary Action	3	6	7		16
a. Demotion	1	1	0		2
b. Reprimand	1	0	1		2
c. Suspension	0	0	0		0
d. Removal	0	3	0		3
e. Other:	1	2	6		9

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6. Duty Hours	0	0	0		0
7. Evaluation/Appraisal	1	5	5		11
8. Examination/Test:	0	0	1		1
9. Harassment:	6	8	12		26
a. Non-sexual:	6	7	11		24
b: Sexual	0	1	1		2
10. Medical Examination:	0	0	0		0
11. Pay Including Overtime:	0	0	0		0
12. Promotion/Non-Selection	2	0	5		7
13. Reassignment:	1	4	3		8
a. Denied:	1	0	0		1
b. Directed:	0	4	3		7
14. Reasonable Accommodation:	1	2	1		4
15. Reinstatement:	0	0	1		1
16. Retirement:	0	0	0		0
17. Termination:	0	1	3		4
18: Terms & Conditions of Employment:	0	3	2		5
19. Time & Attendance:	1	1	0		2
20. Training:	1	1	0		2
21. Other:	2	1	1		4
IV. Time measurements – All complaints pending at any time during the quarter	1st Quarter FY 2014	2nd Quarter FY 2014	3rd Quarter FY 2014	4th Quarter FY 2014	Year to Date Total
A. Average number of days for Investigation:	257	263	206		242
B. Average number of days for Final Agency Decision:	130	197	250		192

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C. Average number of days for Final Agency Action	462	448	502		471
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	5	5	7		17
E. Average number of days complaints were pending at the time of dismissal	130	276	202		203
V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue.	1st Quarter FY 2014 # / %	2nd Quarter FY 2014 # / %	3rd Quarter FY 2014 # / %	4th Quarter FY 2014 # / %	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
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. Age:	0	0	0		0

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5. Religion:	0	0	0		0
6. Reprisal:	0	0	0		0
7. National Origin:	0	0	0		0
a. Hispanic:	0	0	0		0
b. Other:	0	0	0		0
8. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
9. Disability:	0	0	0		0
10. 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:	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. Evaluation/Appraisal:	0	0	0		0
8. Examination/Test:	0	0	0		0
9. Harassment:	0	0	0		0

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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:	0	0	0		0
15. Reinstatement:	0	0	0		0
16. Retirement:	0	0	0		0
17. Termination:	0	0	0		0
18. Terms/Conditions of Employment:	0	0	0		0
19. Time and Attendance:	0	0	0		0
20. Training:	0	0	0		0
21. 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:	1	0	0		1
a. American Indian/Alaskan Native:	0	0	0		0
b. American Asian/Pacific Islander:	1	0	0		1

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c. Black:	0	0	0		0
d. White:	0	0	0		0
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. Age:	0	0	0		0
5. Religion:	0	0	0		0
6. Reprisal:	1	0	0		1
7. National Origin:	1	0	0		1
a. Hispanic:	0	0	0		0
b. Other:	1	0	0		1
8. Equal Pay Act:	0	0	0		0
a. Male:	0	0	0		0
b. Female:	0	0	0		0
9. Disability:	0	0	0		0
10. 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:	0	0	0		0
5. Disciplinary Action:	0	0	0		0
a. Demotion:	0	0	0		0
b. Reprimand:	0	0	0		0

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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. Evaluation/Appraisal:	1	0	0		1
8. Examination/Test:	0	0	0		0
9. Harassment:	1	0	0		0
a. Non-sexual:	1	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:	1	0	0		1
a. Denied:	1	0	0		1
b. Directed:	0	0	0		0
14. Reasonable Accommodation:	0	0	0		0
15. Reinstatement:	0	0	0		0
16. Retirement:	0	0	0		0
17. Termination:	0	0	0		0
18. Terms/Conditions of Employment:	0	0	0		0
19. Time and Attendance:	1	0	0		1
20. Training:	0	0	0		0
21. Other:	0	0	0		0

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VI. Status of all pending complaints	1st Quarter FY 2014	2nd Quarter FY 2014	3rd Quarter FY 2014	4th Quarter FY 2014	Year to Date Total
A. Number of complaints pending investigation:	45	36	41		41
B. Number of complaints pending hearing:	169	186	193		193
C. Number of complaints pending final agency action:	66	71	72		72
D. Number of complaints pending decision on appeal:	52	56	55		55
VII. Complaints not timely investigated	1st Quarter FY 2014	2nd Quarter FY 2014	3rd Quarter FY 2014	4th Quarter FY 2014	Year to Date Total
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	17	11	11		39