

**COMPONENT:** Executive Office for Immigration Review

| <b>EEO COMPLAINT DATA</b>  | <b>1<sup>st</sup> Quarter<br/>FY 2015</b> | <b>2<sup>nd</sup> Quarter<br/>FY 2015</b> | <b>3<sup>rd</sup> Quarter<br/>FY 2015</b> | <b>4th Quarter<br/>FY 2015</b> | <b>Year to Date<br/>Total</b> |
|--|---|---|---|--------------------------------|-------------------------------|
| <b>I. Number of Complaints</b>   |   |   |   |                                |                               |
| A. Pending at the beginning of the quarter   | 15  | 16  |   |                                | 16                            |
| B. Filed during the quarter  | 1   | 2   |   |                                | 3                             |
| C. Pending, at any time, during the quarter  | 16  | 18  |   |                                | 18                            |
| <b>II. Number of Filers</b>  | <b>1<sup>st</sup> Quarter<br/>FY 2014</b> | <b>2<sup>nd</sup> Quarter<br/>FY 2014</b> | <b>3<sup>rd</sup> Quarter<br/>FY 2014</b> | <b>4th Quarter<br/>FY 2014</b> | <b>Year to Date<br/>Total</b> |
| A. Who had a complaint pending at the start of the quarter                                   | 15  | 16  |   |                                | 16                            |
| B. Who filed a complaint during this quarter   | 1   | 2   |   |                                | 3                             |
| C. Who had a complaint pending at any time during this quarter                               | 16  | 18  |   |                                | 18                            |
| D. Who filed two or more complaints during this quarter                                      | 0   | 0   |   |                                | 0                             |
| <b>III. Breakdown of all<br/>Complaints filed during this<br/>quarter by basis and issue</b> | <b>1<sup>st</sup> Quarter<br/>FY 2014</b> | <b>2<sup>nd</sup> Quarter<br/>FY 2014</b> | <b>3<sup>rd</sup> Quarter<br/>FY 2014</b> | <b>4th Quarter<br/>FY 2014</b> | <b>Year to Date<br/>Total</b> |
| A. Complaints filed during the quarter broken down by basis:                                 |   |   |   |                                |                               |
| 1. Race:   | 0   | 0   |   |                                | 0                             |
| a. American Indian/Alaskan Native:   | 0   | 0   |   |                                | 0                             |
| b. American Asian/Pacific Islander:  | 0   | 0   |   |                                | 0                             |
| c. Black:  | 0   | 2   |   |                                | 2                             |

|   |   |   |  |  |   |
|---|---|---|--|--|---|
| d. White:   | 0 | 0 |  |  | 0 |
| 2. Color:   | 0 | 0 |  |  | 0 |
| 3. Sex:   | 0 | 2 |  |  | 2 |
| a. Male:  | 0 | 2 |  |  | 2 |
| b. Female:  | 0 | 0 |  |  | 0 |
| 4. Age:   | 0 | 2 |  |  | 2 |
| 5. Religion:  | 0 | 0 |  |  | 0 |
| 6. Reprisal:  | 1 | 1 |  |  | 2 |
| 7. National Origin:   | 0 | 0 |  |  | 0 |
| a. Hispanic:  | 0 | 0 |  |  | 0 |
| b. Other:   | 0 | 0 |  |  | 0 |
| 8. Equal Pay Act  | 1 | 0 |  |  | 1 |
| a. Male:  | 0 | 0 |  |  | 0 |
| b. Female   | 1 | 0 |  |  | 1 |
| 9. Disability:  | 1 | 1 |  |  | 2 |
| 10. Non-EEO Basis   | 0 | 0 |  |  | 0 |
| <b>B. Complaints filed during the quarter broken down by issue:</b> |   |   |  |  |   |
| 1. Appointment/Hire:  | 0 | 0 |  |  | 0 |
| 2. Assignment of Duties   | 0 | 0 |  |  | 0 |
| 3. Awards:  | 0 | 0 |  |  | 0 |
| 4. Conversion to Full Time:   | 0 | 0 |  |  | 0 |
| 5. Disciplinary Action  | 0 | 0 |  |  | 0 |
| a. Demotion   | 0 | 0 |  |  | 0 |
| b. Reprimand  | 0 | 0 |  |  | 0 |
| c. Suspension   | 0 | 0 |  |  | 0 |
| d. Removal  | 0 | 0 |  |  | 0 |
| e. Other:   | 0 | 0 |  |  | 0 |
| 6. Duty Hours   | 0 | 0 |  |  | 0 |
| 7. Evaluation/Appraisal   | 0 | 0 |  |  | 0 |
| 8. Examination/Test:  | 0 | 0 |  |  | 0 |
| 9. Harassment:  | 1 | 2 |  |  | 3 |
| a. Non-sexual:  | 1 | 2 |  |  | 3 |
| b. Sexual   | 0 | 0 |  |  | 0 |

|   |   |   |   |                                |                               |
|---|---|---|---|--------------------------------|-------------------------------|
| 10. Medical Examination:  | 0   | 0   |   |                                | 0                             |
| 11. Pay Including Overtime:   | 0   | 0   |   |                                | 0                             |
| 12. Promotion/Non-Selection   | 0   | 0   |   |                                | 0                             |
| 13. Reassignment:   | 0   | 0   |   |                                | 0                             |
| a. Denied:  | 0   | 0   |   |                                | 0                             |
| b. Directed:  | 0   | 0   |   |                                | 0                             |
| 14. Reasonable Accommodation:   | 0   | 0   |   |                                | 0                             |
| 15. Reinstatement:  | 0   | 0   |   |                                | 0                             |
| 16. Retirement:   | 0   | 0   |   |                                | 0                             |
| 17. Termination:  | 0   | 0   |   |                                | 0                             |
| 18: Terms & Conditions of Employment:   | 0   | 0   |   |                                | 0                             |
| 19. Time & Attendance:  | 0   | 1   |   |                                | 1                             |
| 20. Training:   | 0   | 0   |   |                                | 0                             |
| 21. Other:  | 0   | 0   |   |                                | 0                             |
| <b>IV. Time measurements – All complaints pending at any time during the quarter</b>  | <b>1<sup>st</sup> Quarter<br/>FY 2015</b> | <b>2<sup>nd</sup> Quarter<br/>FY 2015</b> | <b>3<sup>rd</sup> Quarter<br/>FY 2015</b> | <b>4th Quarter<br/>FY 2015</b> | <b>Year to Date<br/>Total</b> |
| A. Average number of days for Investigation:  | 140                                       | 186                                       |   |                                | 163                           |
| B. Average number of days for Final Agency Decision:  | 0   | 755                                       |   |                                | 377                           |
| C. Average number of days for Final Agency Action   | 507                                       | 141                                       |   |                                | 324                           |
| D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)  | 0   | 0   |   |                                | 0                             |
| E. Average number of days complaints were pending at the time of dismissal  | 0   | 0   |   |                                | 0                             |
| <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<br/>FY 2015</b> | <b>2<sup>nd</sup> Quarter<br/>FY 2015</b> | <b>3<sup>rd</sup> Quarter<br/>FY 2015</b> | <b>4th Quarter<br/>FY 2015</b> | <b>Year to Date<br/>Total</b> |

|   |   |   |  |  |   |
|---|---|---|--|--|---|
| A. Total number of final agency actions (decisions) involving discrimination during the quarter | 0 | 0 |  |  | 0 |
| B. Decisions finding discrimination without a hearing:  | 0 | 0 |  |  | 0 |
| C. Decisions finding discrimination without a hearing broken down by basis:                     |   |   |  |  |   |
| 1. Race:  | 0 | 0 |  |  | 0 |
| American Indian/Alaskan Native:   | 0 | 0 |  |  | 0 |
| b. American Asian/Pacific Islander:   | 0 | 0 |  |  | 0 |
| c. Black:   | 0 | 0 |  |  | 0 |
| d. White:   | 0 | 0 |  |  | 0 |
| 2. Color:   | 0 | 0 |  |  | 0 |
| 3. Sex:   | 0 | 0 |  |  | 0 |
| a. Male:  | 0 | 0 |  |  | 0 |
| b. Female:  | 0 | 0 |  |  | 0 |
| 4. Age:   | 0 | 0 |  |  | 0 |
| 5. Religion:  | 0 | 0 |  |  | 0 |
| 6. Reprisal:  | 0 | 0 |  |  | 0 |
| 7. National Origin:   | 0 | 0 |  |  | 0 |
| a. Hispanic:  | 0 | 0 |  |  | 0 |
| b. Other:   | 0 | 0 |  |  | 0 |
| 8. Equal Pay Act:   | 0 | 0 |  |  | 0 |
| a. Male:  | 0 | 0 |  |  | 0 |
| b. Female:  | 0 | 0 |  |  | 0 |
| 9. Disability:  | 0 | 0 |  |  | 0 |
| 10. Non-EEO Basis   | 0 | 0 |  |  | 0 |
| D. Decisions finding discrimination without a hearing broken down by issue:                     |   |   |  |  |   |
| 1. Appointment/Hire:  | 0 | 0 |  |  | 0 |
| 2. Assignment of Duties:  | 0 | 0 |  |  | 0 |

|   |   |   |  |  |   |
|---|---|---|--|--|---|
| 3. Awards:  | 0 | 0 |  |  | 0 |
| 4. Conversion to Full Time:   | 0 | 0 |  |  | 0 |
| 5. Disciplinary Action:   | 0 | 0 |  |  | 0 |
| a. Demotion:  | 0 | 0 |  |  | 0 |
| c. Suspension:  | 0 | 0 |  |  | 0 |
| d. Removal:   | 0 | 0 |  |  | 0 |
| e. Other:   | 0 | 0 |  |  | 0 |
| 6. Duty Hours:  | 0 | 0 |  |  | 0 |
| 7. Evaluation/Appraisal:  | 0 | 0 |  |  | 0 |
| 8. Examination/Test:  | 0 | 0 |  |  | 0 |
| 9. Harassment:  | 0 | 0 |  |  | 0 |
| a. Non-sexual:  | 0 | 0 |  |  | 0 |
| b. Sexual:  | 0 | 0 |  |  | 0 |
| 10. Medical Examination:  | 0 | 0 |  |  | 0 |
| 11. Pay Including Overtime:   | 0 | 0 |  |  | 0 |
| 12. Promotion/Non-Selection:  | 0 | 0 |  |  | 0 |
| 13. Reassignment:   | 0 | 0 |  |  | 0 |
| a. Denied:  | 0 | 0 |  |  | 0 |
| b. Directed:  | 0 | 0 |  |  | 0 |
| 14. Reasonable Accommodation:   | 0 | 0 |  |  | 0 |
| 15. Reinstatement:  | 0 | 0 |  |  | 0 |
| 16. Retirement:   | 0 | 0 |  |  | 0 |
| 17. Termination:  | 0 | 0 |  |  | 0 |
| 18. Terms/Conditions of Employment:   | 0 | 0 |  |  | 0 |
| 19. Time and Attendance:  | 0 | 0 |  |  | 0 |
| 20. Training:   | 0 | 0 |  |  | 0 |
| 21. Other:  | 0 | 0 |  |  | 0 |
| E. Decisions involving discrimination after a hearing:                      |   | 0 |  |  |   |
| F. Decisions involving discrimination after a hearing broken down by basis: |   |   |  |  |   |
| 1. Race:  | 0 | 0 |  |  | 0 |

|   |   |   |  |  |   |
|---|---|---|--|--|---|
| a. American Indian/Alaskan Native:  | 0 | 0 |  |  | 0 |
| b. American Asian/Pacific Islander:   | 0 | 0 |  |  | 0 |
| c. Black:   | 0 | 0 |  |  | 0 |
| d. White:   | 0 | 0 |  |  | 0 |
| 2. Color:   | 0 | 0 |  |  | 0 |
| 3. Sex:   | 0 | 0 |  |  | 0 |
| a. Male:  | 0 | 0 |  |  | 0 |
| b. Female:  | 0 | 0 |  |  | 0 |
| 4. Age:   | 0 | 0 |  |  | 0 |
| 5. Religion:  | 0 | 0 |  |  | 0 |
| 6. Reprisal:  | 0 | 0 |  |  | 0 |
| 7. National Origin:   | 0 | 0 |  |  | 0 |
| a. Hispanic:  | 0 | 0 |  |  | 0 |
| b. Other:   | 0 | 0 |  |  | 0 |
| 8. Equal Pay Act:   | 0 | 0 |  |  | 0 |
| a. Male:  | 0 | 0 |  |  | 0 |
| b. Female:  | 0 | 0 |  |  | 0 |
| 9. Disability:  | 0 | 0 |  |  | 0 |
| 10. Non-EEO Basis   | 0 | 0 |  |  | 0 |
| G. Decisions involving discrimination after a hearing broken down by issue: |   |   |  |  |   |
| 1. Appointment/Hire:  | 0 | 0 |  |  | 0 |
| 2. Assignment of Duties:  | 0 | 0 |  |  | 0 |
| 3. Awards:  | 0 | 0 |  |  | 0 |
| 4. Conversion to Full Time:   | 0 | 0 |  |  | 0 |
| 5. Disciplinary Action:   | 0 | 0 |  |  | 0 |
| a. Demotion:  | 0 | 0 |  |  | 0 |
| b. Reprimand:   | 0 | 0 |  |  | 0 |
| c. Suspension:  | 0 | 0 |  |  | 0 |
| d. Removal:   | 0 | 0 |  |  | 0 |
| e. Other:   | 0 | 0 |  |  | 0 |
| 6. Duty Hours:  | 0 | 0 |  |  | 0 |

|  |   |   |   |   |                               |
|--|---|---|---|---|-------------------------------|
| 7. Evaluation/Appraisal:                             | 0   | 0   |   |   | 0                             |
| 8. Examination/Test:                                 | 0   | 0   |   |   | 0                             |
| 9. Harassment:                                       | 0   | 0   |   |   | 0                             |
| a. Non-sexual:                                       | 0   | 0   |   |   | 0                             |
| b. Sexual:   | 0   | 0   |   |   | 0                             |
| 10. Medical Examination:                             | 0   | 0   |   |   | 0                             |
| 11. Pay Including Overtime:                          | 0   | 0   |   |   | 0                             |
| 12. Promotion/Non-Selection:                         | 0   | 0   |   |   | 0                             |
| 13. Reassignment:                                    | 0   | 0   |   |   | 0                             |
| a. Denied:   | 0   | 0   |   |   | 0                             |
| b. Directed:   | 0   | 0   |   |   | 0                             |
| 14. Reasonable Accommodation:                        | 0   | 0   |   |   | 0                             |
| 15. Reinstatement:                                   | 0   | 0   |   |   | 0                             |
| 16. Retirement:                                      | 0   | 0   |   |   | 0                             |
| 17. Termination:                                     | 0   | 0   |   |   | 0                             |
| 18. Terms/Conditions of Employment:                  | 0   | 0   |   |   | 0                             |
| 19. Time and Attendance:                             | 0   | 0   |   |   | 0                             |
| 20. Training:  | 0   | 0   |   |   | 0                             |
| 21. Other:   | 0   | 0   |   |   | 0                             |
| <b>VI. Status of all pending complaints</b>          | <b>1<sup>st</sup> Quarter<br/>FY 2015</b> | <b>2<sup>nd</sup> Quarter<br/>FY 2015</b> | <b>3<sup>rd</sup> Quarter<br/>FY 2015</b> | <b>4<sup>th</sup> Quarter<br/>FY 2015</b> | <b>Year to Date<br/>Total</b> |
| A. Number of complaints pending investigation:       | 3   | 2   |   |   | 5                             |
| B. Number of complaints pending hearing:             | 10  | 10  |   |   | 10                            |
| C. Number of complaints pending final agency action: | 3   | 1   |   |   | 1                             |
| D. Number of complaints pending decision on appeal:  | 0   | 0   |   |   | 0                             |

| <b>VII. Complaints not timely investigated</b>  | 1 <sup>st</sup> Quarter<br>FY 2015 | 2 <sup>nd</sup> Quarter<br>FY 2015 | 3 <sup>rd</sup> Quarter<br>FY 2015 | 4 <sup>th</sup> Quarter<br>FY 2015 | Year to Date<br>Total |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|-----------------------|
| A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2): | 0                                  | 0                                  |                                    |                                    | 0                     |