

COMPONENT: United States Department of Justice (DOJ)

EEO COMPLAINT DATA	1st Quarter FY 2019	2nd Quarter FY 2019	3rd Quarter FY 2019	4th Quarter FY 2019	Year to Date Total
I. Number of Complaints					
A. Pending at the beginning of the quarter:	2425	2470	2449	2361	2361
B. Filed during the quarter:	238	185	199	185	807
C. Pending, at any time, during the quarter:	2663	2655	2648	2546	2546

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:	2351	2436	2402	2275	2275
B. Who filed a complaint during this quarter:	238	185	199	185	807
C. Who had a complaint pending at any time during this quarter:	2589	2621	2601	2460	2460
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:	73	69	62	68	272
a. American Indian/Alaskan Native:	0	2	0	4	6
b. American Asian/Pacific Islander:	1	4	3	4	12
c. Black:	52	48	50	44	194
d. White:	20	15	9	16	60
2. Color:	27	26	32	18	103
3. Sex:	82	76	77	73	308

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. Male:	32	17	21	29	99
b. Female:	50	59	56	44	209
4. Age:	55	49	52	45	201
5. Religion:	12	8	5	7	32
6. Reprisal:	119	81	98	108	406
7. Pregnancy (PDA):	3	3	2	0	8
8. National Origin:	30	15	19	30	94
a. Hispanic:	17	9	13	17	56
b. Other:	13	6	6	13	38
9. Equal Pay Act:	0	0	0	1	1
a. Male:	0	0	0	1	1
b. Female:	0	0	0	0	0
10. Disability:	94	48	44	60	246
11. Genetics:	0	2	1	0	3
12. Non-EEO Basis:	9	9	13	13	44
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	18	12	8	13	51
2. Assignment of Duties:	18	18	21	20	77
3. Awards:	8	2	3	6	19
4. Conversion to Full Time/Perm Status:	0	0	0	1	1
5. Disciplinary Action:	21	11	24	20	76
a. Demotion:	2	0	2	1	5
b. Reprimand:	3	4	6	6	19
c. Suspension:	11	3	7	6	27
d. Removal:	2	3	3	6	14

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
e. Other:	3	1	6	1	11
6. Duty Hours:	4	5	7	6	22
7. Perf. Eval./ Appraisal:	30	21	33	8	92
8. Examination/Test:	0	1	1	0	2
9. Harassment:	99	86	82	86	353
a. Non-sexual:	89	72	75	78	314
b. Sexual:	10	14	7	8	39
10. Medical Examination:	5	1	1	0	7
11. Pay Including Overtime:	8	5	3	5	21
12. Promotion/Non-Selection:	36	42	35	39	152
13. Reassignment:	10	5	10	12	37
a. Denied:	5	1	2	4	12
b. Directed:	5	4	8	8	25
14. Reasonable Accommodation Disability:	27	12	7	15	61
15. Reinstatement:	1	2	0	0	3
16. Religious Accommodation:	0	0	0	2	2
17. Retirement:	2	1	0	1	4
18. Sex-Stereotyping:	0	1	0	0	1
19. Telework:	1	0	2	4	7
20. Termination:	12	9	7	6	34
21: Terms/Conditions of Employment:	30	24	41	36	131
22. Time and Attendance:	15	12	11	10	48
23. Training:	11	9	4	3	27
24. Other:	0	1	5	0	6

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:	159	184	180	187	178
B. Average number of days for Final Agency Decision:	313	333	316	349	328
C. Average number of days for Final Agency Action	508	402	347	578	459
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	13	4	14	28	59
E. Average number of days complaints were pending at the time of dismissal.	63	30	49	129	68

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	2	1	5	8
B. Decisions finding discrimination without a hearing:	2	0	1	3	6
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	2	0	0	1	3
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	1	0	0	1	2
d. White:	1	0	0	0	1
2. Color:	1	0	0	1	2
3. Sex:	0	0	0	1	1
a. Male:	0	0	0	0	0
b. Female:	0	0	0	1	1

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
4. Pregnancy (PDA):	0	0	0	0	0
5. Age:	0	0	0	0	0
6. Religion:	0	0	1	0	1
7. Reprisal:	1	0	0	1	2
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	1	1
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	1	1
e. 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
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	1	0	0	0	1
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	0	1	3	4
a. Non-sexual:	0	0	1	2	3
b. Sexual:	0	0	0	1	1
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	1	0	0	0	1
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
E. Decisions involving discrimination after a hearing:	0	2	1	1	4

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
F. Decisions involving discrimination after a hearing broken down by basis					
1. Race:	0	0	0	2	2
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	2	2
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	0	0	1	1
a. Male:	0	0	0	1	1
b. Female:	0	0	0	0	0
4. Age:	0	0	0	1	1
5. Religion:	0	0	0	0	0
6. Reprisal:	0	3	1	1	5
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
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 2019 # / %	2nd Quarter FY 2019 # / %	3rd Quarter FY 2019 # / %	4th Quarter FY 2019 # / %	Year to Date Total
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	0	0	1	1
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	1	1	2
a. Non-sexual:	0	0	1	0	1
b. Sexual:	0	0	0	1	1
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	1	1
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	1	1
14. Reasonable Accommodation Disability:	0	0	0	0	0
15. Religious Accommodation:	0	0	0	0	0
16. Reinstatement:	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
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	1	0	0	1
21. Terms/Conditions of Employment:	0	2	0	0	2
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:	256	292	281	283	283
B. Number of complaints pending hearing:	464	448	455	378	378
C. Number of complaints pending final agency action:	230	221	362	153	153
D. Number of complaints pending decision on appeal:	116	108	119	114	114

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):	46	60	58	22	186 ¹

¹ This number may include investigations adversely impacted by the Federal government furlough between December 22, 2018, and January 25, 2019.