

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	2309	2309
B. Filed during the quarter:	236	212	196	190	834
C. Pending, at any time, during the quarter:	2560	2568	2544	2499	2499

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	2252	2252
B. Who filed a complaint during this quarter:	236	212	196	190	834
C. Who had a complaint pending at any time during this quarter:	2504	2485	2476	2441	2441
D. Who filed two or more complaints during this quarter:	0	1	1	0	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	86	309
a. American Indian/Alaskan Native:	2	1	0	1	4
b. American Asian/Pacific Islander:	6	2	3	7	18
c. Black:	53	57	40	61	211
d. White:	22	18	19	17	76
2. Color:	38	29	30	48	145
3. Sex:	91	93	77	86	347

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	31	121
b. Female:	57	56	58	55	226
4. Age:	55	57	38	48	198
5. Religion:	15	10	14	10	49
6. Reprisal:	122	99	111	103	435
7. Pregnancy (PDA):	4	1	2	3	10
8. National Origin:	22	30	30	25	107
a. Hispanic:	10	15	14	10	49
b. Other:	12	15	16	15	58
9. Equal Pay Act:	2	7	0	0	9
a. Male:	1	1	0	0	2
b. Female:	1	6	0	0	7
10. Disability:	67	74	75	62	278
11. Genetics:	0	2	3	0	5
12. Non-EEO Basis:	19	19	22	16	76
B. Complaints filed during the quarter broken down by issue					
1. Appointment/Hire:	15	14	7	6	42
2. Assignment of Duties:	32	26	29	22	109
3. Awards:	5	5	2	3	15
4. Conversion to Full Time/Perm Status:	0	0	1	0	1
5. Disciplinary Action:	19	28	18	27	92
a. Demotion:	1	3	2	0	6
b. Reprimand:	5	5	1	4	15
c. Suspension:	3	8	6	5	22
d. Removal:	6	6	6	12	30

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	6	19
6. Duty Hours:	8	4	5	4	21
7. Perf. Eval./ Appraisal:	25	30	26	33	114
8. Examination/Test:	1	3	0	0	4
9. Harassment:	123	95	90	102	410
a. Non-sexual:	108	89	84	94	375
b. Sexual:	15	6	6	8	35
10. Medical Examination:	1	0	2	5	8
11. Pay Including Overtime:	9	11	7	3	30
12. Promotion/Non-Selection:	44	39	36	45	164
13. Reassignment:	14	11	7	9	41
a. Denied:	5	1	2	1	9
b. Directed:	9	10	5	8	32
14. Reasonable Accommodation Disability:	12	13	15	16	56
15. Reinstatement:	0	0	2	0	2
16. Religious Accommodation:	0	0	3	3	6
17. Retirement:	1	3	0	0	4
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	2	1	4	7
20. Termination:	12	9	7	9	37
21: Terms/Conditions of Employment:	27	38	36	24	125
22. Time and Attendance:	15	21	23	19	78
23. Training:	9	4	3	1	17
24. Other:	0	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	178	178
B. Average number of days for Final Agency Decision:	289	327	381	292	322
C. Average number of days for Final Agency Action	579	541	438	569	532
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	6	19	1	22	48
E. Average number of days complaints were pending at the time of dismissal.	62	107	263	119	138

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	0	10
B. Decisions finding discrimination without a hearing:	0	5	1	0	6
C. Decisions finding discrimination without a hearing broken down by basis					
1. Race:	0	3	0	0	3
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	0	3	0	0	3
d. White:	0	0	0	0	0
2. Color:	0	0	0	0	0
3. Sex:	0	4	0	0	4
a. Male:	0	0	0	0	0
b. Female:	0	4	0	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	0
5. Age:	0	0	0	0	0
6. Religion:	0	0	0	0	0
7. Reprisal:	0	2	0	0	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	1	1	0	2
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	1	0	0	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

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	0	1
7. Perf. Eval./ Appraisal:	0	0	0	0	0
8. Examination/Test:	0	0	0	0	0
9. Harassment:	0	4	0	0	4
a. Non-sexual:	0	2	0	0	2
b. Sexual:	0	2	0	0	2
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	0	1	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	1	0	1
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	1	0	0	1
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:	4	1	0	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	0	2
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	0	1
d. White:	0	0	0	0	0
2. Color:	0	1	0	0	1
3. Sex:	3	1	0	0	4
a. Male:	1	0	0	0	1
b. Female:	2	1	0	0	3
4. Age:	1	0	0	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	4	1	0	0	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 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	Year to Date Total
1. Appointment/Hire:	0	0	0	0	0
2. Assignment of Duties:	0	1	0	0	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:	2	0	0	0	2
a. Non-sexual:	0	0	0	0	0
b. Sexual:	2	0	0	0	2
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	0	0	0	0	0
12. Promotion/Non-Selection:	2	0	0	0	2
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. 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 2020 # / %	2nd Quarter FY 2020 # / %	3rd Quarter FY 2020 # / %	4th Quarter FY 2020 # / %	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:	3	0	0	0	3
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

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	333	333
B. Number of complaints pending hearing:	392	403	412	400	400
C. Number of complaints pending final agency action:	162	184	167	152	152
D. Number of complaints pending decision on appeal:	102	100	117	141	141

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	26	171