

COMPONENT: United States Marshals Service

| EEO COMPLAINT DATA | 1st Quarter FY 2016 | 2nd Quarter FY 2016 | 3rd Quarter FY 2016 | 4th Quarter FY 2016 | Year to Date Total |
|--|---|---|---|--------------------------------|-------------------------------|
| I. Number of Complaints | | | | | |
| A. Pending at the beginning of the quarter | 155 | 146 | 139 | 128 | 128 |
| B. Filed during the quarter | 12 | 11 | 7 | 14 | 44 |
| C. Pending, at any time, during the quarter | 167 | 157 | 146 | 142 | 142 |
| II. Number of Filers | 1st Quarter FY 2016 | 2nd Quarter FY 2016 | 3rd Quarter FY 2016 | 4th Quarter FY 2016 | Year to Date Total |
| A. Who had a complaint pending at the start of the quarter | 128 | 133 | 119 | 114 | 114 |
| B. Who filed a complaint during this quarter | 12 | 11 | 7 | 14 | 44 |
| C. Who had a complaint pending at any time during this quarter | 140 | 144 | 126 | 128 | 128 |
| D. Who filed two or more complaints during this quarter | 0 | 0 | 1 | 0 | 1 |
| III. Breakdown of all Complaints filed during this quarter by basis and issue | 1st Quarter FY 2016 | 2nd Quarter FY 2016 | 3rd Quarter FY 2016 | 4th Quarter FY 2016 | Year to Date Total |
| A. Complaints filed during the quarter broken down by basis: | | | | | |
| 1. Race: | 2 | 3 | 2 | 4 | 11 |
| a. American Indian/Alaskan Native: | 0 | 0 | 0 | 0 | 0 |
| b. American Asian/Pacific Islander: | 0 | 0 | 0 | 0 | 0 |
| c. Black: | 1 | 2 | 2 | 3 | 8 |
| d. White: | 1 | 1 | 0 | 1 | 3 |
| 2. Color: | 0 | 0 | 1 | 1 | 2 |

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| 3. Sex: | 3 | 2 | 1 | 5 | 11 |
| a. Male: | 2 | 1 | 0 | 0 | 3 |
| b. Female: | 1 | 1 | 1 | 5 | 8 |
| 4. Age: | 6 | 1 | 1 | 4 | 12 |
| 5. Religion: | 0 | 1 | 0 | 0 | 1 |
| 6. Reprisal: | 3 | 4 | 1 | 9 | 17 |
| 7. National Origin: | 0 | 0 | 2 | 1 | 3 |
| a. Hispanic: | 0 | 0 | 2 | 1 | 3 |
| b. Other: | 0 | 0 | 0 | 0 | 0 |
| 8. Equal Pay Act | 0 | 0 | 0 | 0 | 0 |
| a. Male: | 0 | 0 | 0 | 0 | 0 |
| b. Female | 0 | 0 | 0 | 0 | 0 |
| 9. Disability: | 7 | 4 | 3 | 4 | 18 |
| 10. Non-EEO Basis | 2 | 3 | 0 | 0 | 5 |
| B. Complaints filed during the quarter broken down by issue: | | | | | |
| 1. Appointment/Hire: | 1 | 1 | 0 | 1 | 3 |
| 2. Assignment of Duties | 0 | 0 | 0 | 1 | 1 |
| 3. Awards: | 0 | 0 | 0 | 0 | 0 |
| 4. Conversion to Full Time: | 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 | 1 | 1 |
| d. Removal | 0 | 0 | 0 | 0 | 0 |
| e. Other: | 0 | 0 | 0 | 0 | 0 |
| 6. Duty Hours | 0 | 0 | 0 | 0 | 0 |

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| 7. Evaluation/Appraisal | 0 | 0 | 0 | 0 | 0 |
| 8. Examination/Test: | 0 | 0 | 0 | 0 | 0 |
| 9. Harassment: | 1 | 4 | 3 | 6 | 14 |
| a. Non-sexual: | 1 | 4 | 3 | 6 | 14 |
| b: Sexual | 0 | 0 | 0 | 0 | 0 |
| 10. Medical Examination: | 7 | 3 | 1 | 0 | 11 |
| 11. Pay Including Overtime: | 0 | 0 | 0 | 0 | 0 |
| 12. Promotion/Non-Selection | 2 | 2 | 3 | 2 | 9 |
| 13. Reassignment: | 0 | 0 | 0 | 0 | 0 |
| a. Denied: | 0 | 0 | 0 | 0 | 0 |
| b. Directed: | 0 | 0 | 0 | 0 | 0 |
| 14. Reasonable Accommodation: | 0 | 0 | 0 | 0 | 0 |
| 15. Reinstatement: | 0 | 0 | 0 | 0 | 0 |
| 16. Retirement: | 0 | 0 | 0 | 0 | 0 |
| 17. Termination: | 4 | 4 | 2 | 2 | 12 |
| 18: Terms & Conditions of Employment: | 0 | 0 | 0 | 0 | 0 |
| 19. Time & Attendance: | 0 | 0 | 1 | 0 | 1 |
| 20. Training: | 1 | 0 | 0 | 0 | 1 |
| 21. Other: | 0 | 0 | 1 | 0 | 1 |
| IV. Time measurements – All complaints pending at any time during the quarter | 1st Quarter FY 2016 | 2nd Quarter FY 2016 | 3rd Quarter FY 2016 | 4th Quarter FY 2016 | Year to Date Total |
| A. Average number of days for Investigation: | 172.4 | 182.2 | 231.8 | 220.5 | 201.7 |
| B. Average number of days for Final Agency Decision: | 217.7 | 814.3 | 385.5 | 307.5 | 431.3 |
| C. Average number of days for Final Agency Action | 34.4 | 38.5 | 36.7 | 55 | 41.2 |

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| D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a) | 4 | 0 | 0 | 1 | 5 |
| E. Average number of days complaints were pending at the time of dismissal | 190 | 0 | 0 | 168.0 | 89.5 |
| V. Final agency actions involving discrimination during the quarter broken down by hearing/no hearing and basis/issue. | 1st Quarter FY 2016 # / % | 2nd Quarter FY 2016 # / % | 3rd Quarter FY 2016 # / % | 4th Quarter FY 2016 # / % | Year to Date Total |
| A. Total number of final agency actions (decisions) involving discrimination during the quarter | 0 | 0 | 0 | 0 | 0 |
| B. Decisions finding discrimination without a hearing: | 0 | 2 | 0 | 0 | 2 |
| C. Decisions finding discrimination without a hearing broken down by basis: | | | | | |
| 1. Race: | 0 | 0 | 0 | 0 | 0 |
| 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 | 0 | 0 |
| d. White: | 0 | 0 | 0 | 0 | 0 |
| 2. Color: | 0 | 0 | 0 | 0 | 0 |
| 3. Sex: | 0 | 0 | 0 | 0 | 0 |
| a. Male: | 0 | 0 | 0 | 0 | 0 |
| b. Female: | 0 | 0 | 0 | 0 | 0 |
| 4. Age: | 0 | 0 | 0 | 0 | 0 |
| 5. Religion: | 0 | 0 | 0 | 0 | 0 |
| 6. Reprisal: | 0 | 0 | 0 | 0 | 0 |

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|---|---|---|---|---|---|
| 7. National Origin: | 0 | 0 | 0 | 0 | 0 |
| a. Hispanic: | 0 | 0 | 0 | 0 | 0 |
| b. Other: | 0 | 0 | 0 | 0 | 0 |
| 8. Equal Pay Act: | 0 | 0 | 0 | 0 | 0 |
| a. Male: | 0 | 0 | 0 | 0 | 0 |
| b. Female: | 0 | 0 | 0 | 0 | 0 |
| 9. Disability: | 0 | 2 | 0 | 0 | 2 |
| 10. 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: | 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. Evaluation/Appraisal: | 0 | 0 | 0 | 0 | 0 |
| 8. Examination/Test: | 0 | 0 | 0 | 0 | 0 |
| 9. Harassment: | 0 | 0 | 0 | 0 | 0 |
| a. Non-sexual: | 0 | 0 | 0 | 0 | 0 |
| b. Sexual: | 0 | 0 | 0 | 0 | 0 |
| 10. Medical Examination: | 0 | 2 | 0 | 0 | 2 |

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| 11. Pay Including Overtime: | 0 | 0 | 0 | 0 | 0 |
| 12. Promotion/Non-Selection: | 0 | 0 | 0 | 0 | 0 |
| 13. Reassignment: | 0 | 0 | 0 | 0 | 0 |
| a. Denied: | 0 | 0 | 0 | 0 | 0 |
| b. Directed: | 0 | 0 | 0 | 0 | 0 |
| 14. Reasonable Accommodation: | 0 | 0 | 0 | 0 | 0 |
| 15. Reinstatement: | 0 | 0 | 0 | 0 | 0 |
| 16. Retirement: | 0 | 0 | 0 | 0 | 0 |
| 17. Termination: | 0 | 2 | 0 | 0 | 2 |
| 18. Terms/Conditions of Employment: | 0 | 0 | 0 | 0 | 0 |
| 19. Time and Attendance: | 0 | 0 | 0 | 0 | 0 |
| 20. Training: | 0 | 0 | 0 | 0 | 0 |
| 21. Other: | 0 | 0 | 0 | 0 | 0 |
| E. Decisions involving discrimination after a hearing: | 0 | 0 | 0 | 0 | 0 |
| F. Decisions involving discrimination after a hearing broken down by basis: | | | | | |
| 1. Race: | 0 | 0 | 0 | 0 | 0 |
| 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 | 0 | 0 |
| d. White: | 0 | 0 | 0 | 0 | 0 |
| 2. Color: | 0 | 0 | 0 | 0 | 0 |
| 3. Sex: | 0 | 0 | 0 | 0 | 0 |

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|---|---|---|---|---|---|
| a. Male: | 0 | 0 | 0 | 0 | 0 |
| b. Female: | 0 | 0 | 0 | 0 | 0 |
| 4. Age: | 0 | 0 | 0 | 0 | 0 |
| 5. Religion: | 0 | 0 | 0 | 0 | 0 |
| 6. Reprisal: | 0 | 0 | 0 | 0 | 0 |
| 7. National Origin: | 0 | 0 | 0 | 0 | 0 |
| a. Hispanic: | 0 | 0 | 0 | 0 | 0 |
| b. Other: | 0 | 0 | 0 | 0 | 0 |
| 8. Equal Pay Act: | 0 | 0 | 0 | 0 | 0 |
| a. Male: | 0 | 0 | 0 | 0 | 0 |
| b. Female: | 0 | 0 | 0 | 0 | 0 |
| 9. Disability: | 0 | 0 | 0 | 0 | 0 |
| 10. Non-EEO Basis | 0 | 0 | 0 | 0 | 0 |
| G. Decisions involving discrimination after 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: | 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. Evaluation/Appraisal: | 0 | 0 | 0 | 0 | 0 |

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|--|---|--------------------------------|---|---|-------------------------------|
| 8. Examination/Test: | 0 | 0 | 0 | 0 | 0 |
| 9. Harassment: | 0 | 0 | 0 | 0 | 0 |
| a. Non-sexual: | 0 | 0 | 0 | 0 | 0 |
| b. Sexual: | 0 | 0 | 0 | 0 | 0 |
| 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 | 0 | 0 |
| a. Denied: | 0 | 0 | 0 | 0 | 0 |
| b. Directed: | 0 | 0 | 0 | 0 | 0 |
| 14. Reasonable Accommodation: | 0 | 0 | 0 | 0 | 0 |
| 15. Reinstatement: | 0 | 0 | 0 | 0 | 0 |
| 16. Retirement: | 0 | 0 | 0 | 0 | 0 |
| 17. Termination: | 0 | 0 | 0 | 0 | 0 |
| 18. Terms/Conditions of Employment: | 0 | 0 | 0 | 0 | 0 |
| 19. Time and Attendance: | 0 | 0 | 0 | 0 | 0 |
| 20. Training: | 0 | 0 | 0 | 0 | 0 |
| 21. Other: | 0 | 0 | 0 | 0 | 0 |
| VI. Status of all pending complaints | 1st Quarter FY 2016 | 2nd Quarter FY 2016 | 3rd Quarter FY 2016 | 4th Quarter FY 2016 | Year to Date Total |
| A. Number of complaints pending investigation: | 43 | 41 | 35 | 27 | 27 |
| B. Number of complaints pending hearing: | 73 | 68 | 59 | 44 | 44 |
| C. Number of complaints pending final agency action: | 30 | 31 | 34 | 48 | 48 |
| D. Number of complaints pending decision on appeal: | 19 | 17 | 16 | 16 | 16 |

| VII. Complaints not timely investigated | 1 st Quarter FY 2016 | 2 nd Quarter FY 2016 | 3 rd Quarter FY 2016 | 4 th Quarter FY 2016 | Year to Date Total |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|-----------------------|
| A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2): | 9 | 13 | 16 | 9 | 47 |