

**COMPONENT: United States Marshals Service (USMS)**

<b>EEO COMPLAINT DATA</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
<b>I. Number of Complaints</b>					
A. Pending at the beginning of the quarter:	83	88	74	63	63
B. Filed during the quarter:	14	7	6	8	35
C. Pending, at any time, during the quarter:	97	95	80	71	71

<b>II. Number of Filers</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Who had a complaint pending at the start of the quarter:	75	74	60	52	52
B. Who filed a complaint during this quarter:	14	7	6	8	35
C. Who had a complaint pending at any time during this quarter:	89	81	66	60	60
D. Who filed two or more complaints during this quarter:	0	0	0	0	0

<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Complaints filed during the quarter broken down by basis					
1. Race:	1	4	2	3	10
a. American Indian/Alaskan Native:	0	0	0	0	0
b. American Asian/Pacific Islander:	0	0	0	0	0
c. Black:	1	3	2	2	8
d. White:	0	1	0	1	2
2. Color:	1	1	0	2	4
3. Sex:	0	2	0	3	5
a. Male:	0	0	0	0	0

<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
b. Female:	0	2	0	3	5
4. Age:	7	1	2	0	10
5. Religion:	0	0	0	0	0
6. Reprisal:	6	5	1	4	16
7. Pregnancy (PDA):	0	0	0	0	0
8. National Origin:	2	2	1	1	6
a. Hispanic:	1	0	1	1	3
b. Other:	1	2	0	0	3
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	3	5
11. Genetics:	0	0	0	0	0
12. Non-EEO Basis:	0	1	0	0	1
<b>B. Complaints filed during the quarter broken down by issue</b>					
1. Appointment/Hire:	0	0	1	0	1
2. Assignment of Duties:	5	0	0	0	5
3. Awards:	0	0	0	0	0
4. Conversion to Full Time/Perm Status:	0	0	0	0	0
5. Disciplinary Action:	1	1	0	1	3
a. Demotion:	0	0	0	0	0
b. Reprimand:	0	0	0	0	0
c. Suspension:	1	1	0	0	2
d. Removal:	0	0	0	1	1
e. Other:	0	0	0	0	0

<b>III. Breakdown of all Complaints filed during this quarter by basis and issue</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
6. Duty Hours:	0	0	0	0	0
7. Perf. Eval./ Appraisal:	0	0	0	1	1
8. Examination/Test:	0	0	0	0	0
9. Harassment:	2	3	6	4	15
a. Non-sexual:	2	3	6	4	15
b. Sexual:	0	0	0	0	0
10. Medical Examination:	0	0	0	0	0
11. Pay Including Overtime:	5	0	0	0	5
12. Promotion/Non-Selection:	5	1	0	1	7
13. Reassignment:	0	0	0	2	2
a. Denied:	0	0	0	0	0
b. Directed:	0	0	0	2	2
14. Reasonable Accommodation Disability:	0	0	0	1	1
15. Reinstatement:	0	0	0	0	0
16. Religious Accommodation:	0	0	0	0	0
17. Retirement:	1	1	0	0	2
18. Sex-Stereotyping:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	0	1	0	1	2
21: Terms/Conditions of Employment:	5	0	0	0	5
22. Time and Attendance:	0	0	0	0	0
23. Training:	5	0	0	0	5
24. Other:	0	0	0	0	0

<b>IV. Time measurements – All complaints pending at any time during the quarter</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Average number of days for Investigation:	166	123	94	75	115
B. Average number of days for Final Agency Decision:	0	196	311	135	214
C. Average number of days for Final Agency Action	40	40	36	37	38
D. Number of complaints dismissed pursuant to 29 CFR § 1614.107(a)	0	1	0	2	3
E. Average number of days complaints were pending at the time of dismissal.	0	155	0	172	164

<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 FY 2020 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2020 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2020 # / %</b>	<b>4<sup>th</sup> Quarter FY 2020 # / %</b>	<b>Year to Date Total</b>
A. Total number of final agency actions (decisions) involving discrimination during the quarter.	2	1	0	0	3
B. Decisions finding discrimination without a hearing:	0	1	0	0	1
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

<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 FY 2020 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2020 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2020 # / %</b>	<b>4<sup>th</sup> Quarter FY 2020 # / %</b>	<b>Year to Date Total</b>
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	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	1	0	0	1
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	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

<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 FY 2020 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2020 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2020 # / %</b>	<b>4<sup>th</sup> Quarter FY 2020 # / %</b>	<b>Year to Date Total</b>
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	1	0	0	1
a. Non-sexual:	0	1	0	0	1
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 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:	2	0	0	0	2

<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 FY 2020 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2020 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2020 # / %</b>	<b>4<sup>th</sup> Quarter FY 2020 # / %</b>	<b>Year to Date Total</b>
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:	1	0	0	0	1
a. Male:	1	0	0	0	1
b. Female:	0	0	0	0	0
4. Age:	1	0	0	0	1
5. Religion:	0	0	0	0	0
6. Reprisal:	1	0	0	0	1
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

<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 FY 2020 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2020 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2020 # / %</b>	<b>4<sup>th</sup> Quarter FY 2020 # / %</b>	<b>Year to Date Total</b>
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/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	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:	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

<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 FY 2020 # / %</b>	<b>2<sup>nd</sup> Quarter FY 2020 # / %</b>	<b>3<sup>rd</sup> Quarter FY 2020 # / %</b>	<b>4<sup>th</sup> Quarter FY 2020 # / %</b>	<b>Year to Date Total</b>
15. Religious Accommodation:	0	0	0	0	0
16. Reinstatement:	0	0	0	0	0
17. Sex-Stereotyping:	0	0	0	0	0
18. Retirement:	0	0	0	0	0
19. Telework:	0	0	0	0	0
20. Termination:	1	0	0	0	1
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

<b>VI. Status of all pending complaints</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Number of complaints pending investigation:	21	19	12	13	13
B. Number of complaints pending hearing:	43	33	37	35	35
C. Number of complaints pending final agency action:	24	22	14	14	14
D. Number of complaints pending decision on appeal:	3	0	3	7	7

<b>VII. Complaints not timely investigated</b>	<b>1<sup>st</sup> Quarter FY 2020</b>	<b>2<sup>nd</sup> Quarter FY 2020</b>	<b>3<sup>rd</sup> Quarter FY 2020</b>	<b>4<sup>th</sup> Quarter FY 2020</b>	<b>Year to Date Total</b>
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	0	1	0	0	1