

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

DHS (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	1275	1504	1300	1314	1152	396
Number of Complainants	1227	1447	1261	1250	1086	384
Repeat Filers	38	52	35	57	59	12
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	464	545	466	497	403	120
Color	194	201	162	202	146	48
Religion	61	68	55	58	64	66
Reprisal	645	768	669	710	627	160
Sex	465	526	471	496	401	137
PDA	13	19	17	15	15	5

National Origin	207	264	183	228	204	61
Equal Pay Act	11	6	3	4	4	0
Age	390	409	382	424	341	118
Disability	337	416	411	413	331	110
Genetics	4	6	4	6	9	4
Non-EEO	103	90	69	91	103	26
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	87	98	94	110	67	28
Assignment of Duties	139	224	140	187	202	68
Awards	24	20	21	24	18	7
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	12	16	11	12	12	1
Reprimand	79	81	60	65	57	17
Suspension	88	87	63	67	58	16
Removal	36	40	38	26	35	15
Duty Hours	23	28	21	23	29	8
Perf. Eval./ Appraisal	150	150	137	130	132	34
Examination/Test	7	27	14	11	6	1
Harassment						
Non-Sexual	527	645	618	690	551	155
Sexual	46	70	47	52	31	14

Medical Examination	16	33	36	27	15	9
Pay including overtime	62	44	49	55	44	10
Promotion/Non-Selection	288	240	218	199	167	55
Reassignment						
Denied	34	32	22	23	16	6
Directed	53	56	42	38	27	8
Reasonable Accommodation Disability	100	114	130	122	88	26
Reinstatement	3	7	2	2	2	0
Religious Accommodation	10	12	7	10	10	13
Retirement	5	3	8	9	11	5
Sex-Stereotyping	1	1	0	1	0	0
Telework	20	21	12	29	21	2
Termination	113	155	129	135	102	27
Terms/Conditions of Employment	173	235	172	127	119	25
Time and Attendance	98	105	103	96	124	25
Training	55	40	42	40	25	11
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	248.21	274.04	286.32	239.84	272.21	264.13
Average number of days in final action	137.42	108.31	124.96	160.91	200.36	123.66
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	237.05	247.87	272.03	224.82	251.10	224.57						
Average number of days in final action	70.40	68.06	73.65	89.13	83.48	68.06						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	264.53	308.53	301.97	264.85	298.72	298.62						
Average number of days in final action	188.34	167.36	271.78	328.82	366.60	196.27						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017		2018		2019		2020		2021			
Total Complaints Dismissed by Agency	111	188	98	113	103							23
Average days pending prior to dismissal	213	271	187	309	218							161
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	111	120	140	134	110							31
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	14		9		15		46		14		3	
Without Hearing	12	86	4	44	15	100	21	46	10	71	1	33
With Hearing	2	14	5	56	0	0	25	54	4	29	2	67

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017		2018		2019		2020		2021			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		6		15		44		10		3	
Race	2	17	1	17	6	40	11	25	1	10	0	0
Color	0	0	1	17	1	7	4	9	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	7	58	6	100	5	33	22	50	3	30	3	100
Sex	4	33	2	33	5	33	14	32	3	30	0	0
PDA	0	0	0	0	0	0	1	2	0	0	0	0
National Origin	1	8	0	0	0	0	9	20	1	10	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	25	0	0	5	33	13	30	1	10	0	0
Disability	4	33	2	33	4	27	16	36	5	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	4	9	0	0	0	0
Findings After Hearing	2		5		4		25		4		2	
Race	1	50	1	20	1	25	5	20	0	0	0	0
Color	0	0	1	20	0	0	1	4	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	5	100	2	50	14	56	1	25	2	100

Sex	0	0	2	40	1	25	7	28	1	25	0	0
PDA	0	0	0	0	0	0	1	4	0	0	0	0
National Origin	0	0	0	0	0	0	6	24	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	8	32	0	0	0	0
Disability	0	0	2	40	1	25	11	44	2	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	2	8	0	0	0	0
Findings Without Hearing	10		1		11		19		6		1	
Race	1	10	0	0	5	45	6	32	1	17	0	0
Color	0	0	0	0	1	9	3	16	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	60	1	100	3	27	8	42	2	33	1	100
Sex	4	40	0	0	4	36	7	37	2	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	10	0	0	0	0	3	16	1	17	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	30	0	0	5	45	5	26	1	17	0	0
Disability	4	40	0	0	3	27	5	26	3	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	2	11	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017		2018		2019		2020		2021		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	12		6		15		42		10		3	
Appointment/Hire	0	0	0	0	1	7	3	7	0	0	0	0
Assignment of Duties	3	25	0	0	1	7	4	10	1	10	0	0
Awards	0	0	0	0	1	7	2	5	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	10	1	33
Reprimand	0	0	0	0	0	0	1	2	0	0	0	0
Suspension	0	0	0	0	1	7	1	2	0	0	0	0
Removal	0	0	1	17	2	13	1	2	1	10	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	17	2	13	8	19	0	0	0	0
Examination/Test	1	8	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	33	2	33	6	40	19	45	3	30	2	67
Sexual	0	0	1	17	0	0	5	12	1	10	0	0
Medical Examination	0	0	1	17	0	0	2	5	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	17	1	17	2	13	9	21	0	0	0	0
Reassignment												

Denied	0	0	0	0	0	0	1	2	0	0	0	0
Directed	0	0	0	0	1	7	5	12	0	0	0	0
Reasonable Accommodation Disability	1	8	0	0	2	13	2	5	3	30	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	2	5	0	0	0	0
Termination	1	8	0	0	1	7	0	0	0	0	0	0
Terms/Conditions of Employment	3	25	1	17	3	20	5	12	1	10	0	0
Time and Attendance	0	0	0	0	1	7	1	2	1	10	0	0
Training	0	0	0	0	1	7	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	2		5		4		24		4		2	
Appointment/Hire	0	0	0	0	0	0	3	13	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	3	13	0	0	0	0
Awards	0	0	0	0	1	25	1	4	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	25	1	50
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	4	0	0	0	0

Other - User Define												
Findings Without Hearing	10		1		11		18		6		1	
Appointment/Hire	0	0	0	0	1	9	0	0	0	0	0	0
Assignment of Duties	3	30	0	0	0	0	1	6	1	17	0	0
Awards	0	0	0	0	0	0	1	6	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	6	0	0	0	0
Suspension	0	0	0	0	1	9	0	0	0	0	0	0
Removal	0	0	0	0	1	9	0	0	1	17	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	2	18	3	17	0	0	0	0
Examination/Test	1	10	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	40	0	0	4	36	7	39	3	50	1	100
Sexual	0	0	0	0	0	0	4	22	1	17	0	0
Medical Examination	0	0	0	0	0	0	1	6	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	1	9	5	28	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	9	2	11	0	0	0	0

Reasonable Accommodation Disability	1	10	0	0	2	18	1	6	1	17	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	6	0	0	0	0
Termination	1	10	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	3	30	0	0	3	27	2	11	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	6	1	17	0	0
Training	0	0	0	0	1	9	0	0	0	0	0	0
Other - User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2022Thru12-31					
	Previous Fiscal Year Data											
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	2083	2092	2169	2045	1654	2201						
Total Complainants	1914	1892	1984	1885	1517	1982						
Number complaints pending												
Investigation	214	90	114	88	163	632						
ROI issued, pending Complainant's action	28	24	32	10	15	39						
Hearing	1590	1597	1488	1302	1069	1191						
Final Agency Action	215	308	500	596	381	299						
Appeal with EEOC Office of Federal Operations	818	978	1187	1364	1415	1480						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	228	169	136	120	243	300