

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

DHS (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	1275	1504	1300	1314	1152	848
Number of Complainants	1227	1447	1261	1250	1086	824
Repeat Filers	38	52	35	57	59	24
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	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	221
Color	194	201	162	202	146	95
Religion	61	68	55	58	64	229
Reprisal	645	768	669	710	627	314
Sex	465	526	471	496	401	248
PDA	13	19	17	15	15	7

National Origin	207	264	183	228	204	111
Equal Pay Act	11	6	3	4	4	0
Age	390	409	382	424	341	193
Disability	337	416	411	413	331	232
Genetics	4	6	4	6	9	12
Non-EEO	103	90	69	91	103	56
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
<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	39
Assignment of Duties	139	224	140	187	202	126
Awards	24	20	21	24	18	15
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	12	16	11	12	12	2
Reprimand	79	81	60	65	57	32
Suspension	88	87	63	67	58	23
Removal	36	40	38	26	35	19
Duty Hours	23	28	21	23	29	11
Perf. Eval./ Appraisal	150	150	137	130	132	68
Examination/Test	7	27	14	11	6	8
Harassment						
Non-Sexual	527	645	618	690	551	300
Sexual	46	70	47	52	31	25

Medical Examination	16	33	36	27	15	19
Pay including overtime	62	44	49	55	44	31
Promotion/Non-Selection	288	240	218	199	167	112
Reassignment						
Denied	34	32	22	23	16	10
Directed	53	56	42	38	27	13
Reasonable Accommodation Disability	100	114	130	122	88	52
Reinstatement	3	7	2	2	2	0
Religious Accommodation	10	12	7	10	10	19
Retirement	5	3	8	9	11	8
Sex-Stereotyping	1	1	0	1	0	0
Telework	20	21	12	29	21	12
Termination	113	155	129	135	102	47
Terms/Conditions of Employment	173	235	172	127	119	54
Time and Attendance	98	105	103	96	124	50
Training	55	40	42	40	25	29
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	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	269.59
Average number of days in final action	137.42	108.31	124.96	160.91	200.36	114.82
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	271.08						
Average number of days in final action	70.40	68.06	73.65	89.13	83.48	57.05						
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	265.53						
Average number of days in final action	188.34	167.36	271.78	328.82	366.60	178.82						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017	2018	2019	2020	2021							
Total Complaints Dismissed by Agency	111	188	98	113	103	103						
Average days pending prior to dismissal	213	271	187	309	218	115						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	111	120	140	134	110	72						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017	2018	2019	2020	2021							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	14		9		15		46		14		0	
Without Hearing	12	86	4	44	15	100	21	46	10	71	0	0
With Hearing	2	14	5	56	0	0	25	54	4	29	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	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		6	
Race	2	17	1	17	6	40	11	25	1	10	1	17
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	5	83
Sex	4	33	2	33	5	33	14	32	3	30	1	17
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	1	17
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	1	17
Disability	4	33	2	33	4	27	16	36	5	50	3	50
Genetics	0	0	0	0	0	0	0	0	0	0	1	17
Non-EEO	0	0	0	0	0	0	4	9	0	0	0	0
Findings After Hearing	2		5		4		25		4		3	
Race	1	50	1	20	1	25	5	20	0	0	1	33
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	3	100

Sex	0	0	2	40	1	25	7	28	1	25	1	33
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	1	33
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	1	33
Disability	0	0	2	40	1	25	11	44	2	50	1	33
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		3	
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	2	67
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	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	1	33
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										2022Thru03-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		6		15		42		10		6	
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	17
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	3	50
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	1	17
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	2	33
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	1	17
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		3	
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	33
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		3	
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	2	67
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	1	33
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	1	33
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					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	2083	2092	2169	2045	1654	1818
Total Complainants	1914	1892	1984	1885	1517	1655
Number complaints pending						
Investigation	214	90	114	88	163	456
ROI issued, pending Complainant's action	28	24	32	10	15	33
Hearing	1590	1597	1488	1302	1069	1104
Final Agency Action	215	308	500	596	381	212
Appeal with EEOC Office of Federal Operations	818	978	1187	1364	1415	1525

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	228	169	136	120	243	323