

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

## DHS (and below)

For 3rd Quarter 2022 for period ending June 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru06-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	1275	1504	1300	1314	1152	1351
Number of Complainants	1227	1447	1261	1250	1086	1287
Repeat Filers	38	52	35	57	59	61
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru06-30
	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	375
Color	194	201	162	202	146	163
Religion	61	68	55	58	64	386
Reprisal	645	768	669	710	627	491
Sex	465	526	471	496	401	377
PDA	13	19	17	15	15	11
National Origin	207	264	183	228	204	160
Equal Pay Act	11	6	3	4	4	1

Age	390	409	382	424	341	328
Disability	337	416	411	413	331	383
Genetics	4	6	4	6	9	23
Non-EEO	103	90	69	91	103	87
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022 Thru 06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	87	98	94	110	67	71
Assignment of Duties	139	224	140	187	202	194
Awards	24	20	21	24	18	21
Conversion to Full Time/Perm Status	1	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	12	16	11	12	12	5
Reprimand	79	81	60	65	57	52
Suspension	88	87	63	67	58	47
Removal	36	40	38	26	35	29
Duty Hours	23	28	21	23	29	31
Perf. Eval./ Appraisal	150	150	137	130	132	107
Examination/Test	7	27	14	11	6	13
<b>Harassment</b>						
Non-Sexual	527	645	618	690	551	478
Sexual	46	70	47	52	31	33
Medical Examination	16	33	36	27	15	93
Pay including overtime	62	44	49	55	44	44
Promotion/Non-Selection	288	240	218	199	167	162
<b>Reassignment</b>						
Denied	34	32	22	23	16	20
Directed	53	56	42	38	27	27

Reasonable Accommodation Disability	100	114	130	122	88	82
Reinstatement	3	7	2	2	2	0
Religious Accommodation	10	12	7	10	10	29
Retirement	5	3	8	9	11	10
Sex-Stereotyping	1	1	0	1	0	0
Telework	20	21	12	29	21	17
Termination	113	155	129	135	102	80
Terms/Conditions of Employment	173	235	172	127	119	372
Time and Attendance	98	105	103	96	124	85
Training	55	40	42	40	25	47
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru06-30</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Complaints pending during fiscal year						
Average number of days in investigation	248.21	274.04	286.32	239.84	272.21	269.98
Average number of days in final action	137.42	108.31	124.96	160.91	200.36	114.12
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	269.25
Average number of days in final action	70.40	68.06	73.65	89.13	83.48	61.48
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	269.60
Average number of days in final action	188.34	167.36	271.78	328.82	366.60	181.96

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2022Thru06-30	
	2017		2018		2019		2020		2021			
Total Complaints Dismissed by Agency	111	188	98	113	103	181						
Average days pending prior to dismissal	213	271	187	309	218	140						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	111	120	140	134	110	107						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru06-30	
	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										2022Thru06-30	
	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>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	12		6		15		44		10		10	
Race	2	17	1	17	6	40	11	25	1	10	1	10
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	8	80
Sex	4	33	2	33	5	33	14	32	3	30	1	10
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	10

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	2	20
Disability	4	33	2	33	4	27	16	36	5	50	5	50
Genetics	0	0	0	0	0	0	0	0	0	0	1	10
Non-EEO	0	0	0	0	0	0	4	9	0	0	0	0
<b>Findings After Hearing</b>	2		5		4		25		4		5	
Race	1	50	1	20	1	25	5	20	0	0	1	20
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	4	80
Sex	0	0	2	40	1	25	7	28	1	25	1	20
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	20
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	2	40
Disability	0	0	2	40	1	25	11	44	2	50	3	60
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
<b>Findings Without Hearing</b>	10		1		11		19		6		5	
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	4	80
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	40
Genetics	0	0	0	0	0	0	0	0	0	0	1	20
Non-EEO	0	0	0	0	0	0	2	11	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022Thru06-30</b>	
	<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	12		6		15		42		10		10	
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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	1	10	1	10
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	1	10
Examination/Test	1	8	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	4	33	2	33	6	40	19	45	3	30	6	60
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	10
<b>Reassignment</b>												
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	4	40
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	10
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												
<b>Findings After Hearing</b>	2		5		4		24		4		5	
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	20
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
Removal	0	0	1	20	1	25	1	4	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	20	0	0	5	21	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	40	2	50	12	50	0	0	2	40
Sexual	0	0	1	20	0	0	1	4	0	0	0	0

Medical Examination	0	0	1	20	0	0	1	4	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	100	0	0	1	25	4	17	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	4	0	0	0	0
Directed	0	0	0	0	0	0	3	13	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	4	2	50	3	60
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	4	0	0	0	0
Termination	0	0	0	0	1	25	0	0	0	0	1	20
Terms/Conditions of Employment	0	0	1	20	0	0	3	13	1	25	0	0
Time and Attendance	0	0	0	0	1	25	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
<b>Findings Without Hearing</b>	10		1		11		18		6		5	
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	1	20
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	4	80
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	20
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	20
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												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2022Thru06-30</b>						
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>							
Total complaints from previous Fiscal Years	2083	2092	2169	2045	1654	1451						
Total Complainants	1914	1892	1984	1885	1517	1338						

<b>Number complaints pending</b>						
Investigation	214	90	114	88	163	333
ROI issued, pending Complainant's action	28	24	32	10	15	23
Hearing	1590	1597	1488	1302	1069	969
Final Agency Action	215	308	500	596	381	121
Appeal with EEOC Office of Federal Operations	818	978	1187	1364	1415	1381
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru06-30</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	228	169	136	120	243	332