Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Department of Homeland Security

For 4th Quarter 2023 for period ending September 30, 2023

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2023Thru09-30						
	2018	2019	2020	2021	2022	2025 I II ru09-30						
Number of Complaints Filed	1482	1276	1283	1133	1654	1263						
Number of Complainants	1423	1236	1216	1066	1560	1209						
Repeat Filers	54	37	59	58	89	60						

Commissioners have Donie			Com	parati	ve Data	ı
Complaints by Basis	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru09- 30
Race	507	418	465	391	465	428
Color	202	161	208	166	222	170
Religion	69	54	57	70	393	107
Reprisal	767	671	718	663	728	633
Sex	516	460	497	410	525	438

PDA	18	18	15	17	17	18
National Origin	269	182	222	216	215	231
Equal Pay Act	4	2	2	4	2	2
Age	414	384	433	373	431	351
Disability	423	413	418	348	514	492
Genetics	6	5	7	6	27	7
Non-EEO	87	67	88	99	107	99
			Com	parativ	ve Data	l
Complaints by Issue	Pre	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.	2018	2019	2020	2021	2022	2023Thru09- 30
Appointment/Hire	103	97	111	67	86	81
Assignment of Duties*	0	0	0	0	0	0
Awards	24	19	25	21	28	23
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	14	11	11	11	6	9
Reprimand**	0	0	0	0	0	0
Suspension	88	66	74	65	68	61
Removal	39	38	23	32	34	22
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	140	117	118	122	145	92

Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	147	131	136	130	134	91
Examination/Test	27	14	11	5	16	9
Harassment						
Non-Sexual	640	622	689	575	649	573
Sexual	66	45	52	32	52	30
Medical Examination	34	38	30	18	200	38
Pay including overtime	45	50	58	37	53	42
Promotion/Non-Selection	243	218	203	171	207	178
Reassignment						
Denied	34	22	24	19	27	46
Directed	53	42	40	29	53	0
Reasonable Accommodation Disability	116	132	128	91	129	115
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	12	7	9	13	41	21
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	1	0	1	0	0	1
Telework	19	15	31	22	26	24
Termination	157	132	139	108	113	128
Terms/Conditions of Employment*	0	0	0	0	0	0
Time and Attendance	109	105	111	123	116	107
Training	35	39	37	28	63	58
Other Terms/Conditions of Employment*	476	334	332	339	597	278
User Defined - Other 1*	0	0	0	0	0	0

User Defined - Other	2*	0		0		0	0	0	0
User Defined - Other	3*	0		0		0	0	0	0
User Defined - Other	4*	0		0		0	0	0	0
		ı		C	omp	ara	ative I	D ata	<u> </u>
Processing Time		Previo	us F	Fisc	al Y	ear	Data		2023Thru09-
	2018	2019		202	20	2	021	2022	30
Complaints pending during	g fiscal y	ear							
Average number of days in investigation	274.56	287.8	3 2	241.	.53	27	4.18	266.91	275.80
Average number of days in final action	107.22	122.6	2 1	159.	.13	19	9.80	117.03	36.93
Complaint pending during	fiscal ye	ar when	re he	eari	ng w	vas	reque	sted	
Average number of days in investigation	253.14	270.8	1 2	226.	.79	250.26		269.53	268.17
Average number of days in final action	65.12	71.44	1	87.	11	83	3.54	76.23	33.05
Complaint pending during	fiscal ye	ar whe	re he	eari	ng w	vas	not re	quested	1
Average number of days in investigation	307.43	309.7	1 2	272.	.27	30	8.47	260.54	297.73
Average number of days in final action	177.73	284.6	0 3	347.	.91	368.07		174.85	44.97
					C	om	parat	ive Data	<u> </u>
Complaints Dismissed Agency	d by	Pre	evio	us l	Fisca	al Y	ear D	ata	2023Thru09-
g		2018	20	19	202	20	2021	2022	30
Total Complaints Dismisse Agency	ed by	183	9:	5	108 7		78	123	376
Average days pending prid dismissal	or to	278	18	189		236		242	242
Com	plaints V	Withdr	awr	n by	. Co	mp	laina	nts	

Total Complaints Withdray Complainants	vn l	ру	163	1	75	156		124	14	12	17	5	
					C	omp	ara	tive	Data	ı			
Total Final Agency			Prev	ious	Fisc	al Y	ear	Data	a		2023TI	1ru09-	
Actions Finding Discrimination	2	018	20	19	202	20	20	21	202	22	3	0	
	#	# % # % # % # %						%	#	%	#	%	
Total Number Findings	8		15		44		9		22		27		
Without Hearing	0	0	0	0	0	0	0	0	0	0	7	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	20	0	
Findings of					C	omp	ara	tive]	Data				
Discrimination Rendered by Basis	Previous Fiscal Year Data 2023Thru09										hru09-		
Note: Complaints can be	2	018	20	19	20	20	20)21	20	22	30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	8		15		44		9		22		27		
Race	2	25	5	33	9	20	1	11	1	5	11	41	
Color	2	25	1	7	4	9	0	0	1	5	5	19	
Religion	0	0	0	0	0	0	0	0	0	0	1	4	
Reprisal	8	100	5	33	22	50	2	22	15	68	9	33	
Sex	2	25	5	33	14	32	3	33	3	14	12	44	
PDA	0	0	0	0	1	2	0	0	0	0	0	0	
National Origin	1	13	0	0	9	20	1	11	3	14	5	19	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	4	
Age	0	0	5	33	13	30	1	11	3	14	6	22	
Disability	4	50	4	27	16	36	5	56	12	55	8	30	

Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	4	9	0	0	0	0	1	4
						ı		ı		ı	I	1
Findings After Hearing	7		4		25		3		7		20	
Race	2	29	1	25	3	12	0	0	1	14	10	50
Color	2	29	0	0	1	4	0	0	0	0	4	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	7	100	2	50	14	56	0	0	6	86	8	40
Sex	2	29	1	25	7	28	1	33	2	29	9	45
PDA	0	0	0	0	1	4	0	0	0	0	0	0
National Origin	1	14	0	0	6	24	0	0	2	29	4	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	8	32	0	0	2	29	5	25
Disability	4	57	1	25	11	44	2	67	5	71	7	35
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	8	0	0	0	0	1	5
Findings Without Hearing	1		11		19		6		15		7	
Race	0	0	4	36	6	32	1	17	0	0	1	14
Color	0	0	1	9	3	16	0	0	1	7	1	14
Religion	0	0	0	0	0	0	0	0	0	0	1	14
Reprisal	1	100	3	27	8	42	2	33	9	60	1	14
Sex	0	0	4	36	7	37	2	33	1	7	3	43
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	3	16	1	17	1	7	1	14
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	14

Age	0	0	5	45	5	26	1	17	1	7	1	14
Disability	0	0	3	27	5	26	3	50	7	47	1	14
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	2	11	0	0	0	0	0	0

Starting in FY2022, issues marked with:* are reported under Other Terms / Conditions of Employment.** are reported under Other Disciplinary Actions.

	Comparative Data											
Findings of]	Prev	ious	Fisc	al Ye	ear	Data	ı		2023T	hru09-
Discrimination Rendered by Issue	2	018	20	19	20	20	20)21	20	22	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		15		42		9		22		27	
Appointment/Hire	0	0	1	7	3	7	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	7	2	5	0	0	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	5	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	7	1	2	0	0	0	0	0	0
Removal	1	13	2	13	1	2	1	11	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	1	2	0	0	0	0	3	11
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	13	2	13	8	19	0	0	0	0	2	7
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	38	6	40	19	45	3	33	8	36	11	41

Sexual	1	13	0	0	5	12	1	11	1	5	2	7
Medical Examination	1	13	0	0	2	5	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	1	4
Promotion/Non- Selection	1	13	2	13	9	21	0	0	3	14	8	30
Reassignment												
Denied	1	13	0	0	1	2	0	0	0	0	1	4
Directed	1	13	1	7	5	12	0	0	0	0	1	4
Reasonable Accommodation Disability	0	0	2	13	2	5	3	33	7	32	7	26
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	2	5	0	0	0	0	0	0
Termination	0	0	1	7	0	0	0	0	1	5	2	7
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	7	1	2	1	11	1	5	3	11
Training	0	0	1	7	0	0	0	0	0	0	2	7
Other Terms/Conditions of Employment*	1	13	4	27	7	17	2	22	6	27	3	11
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0

User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	7		4		24		3		7		20	
Appointment/Hire	0	0	0	0	3	13	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	1	25	1	4	0	0	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	14	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	4	0	0	0	0	0	0
Removal	1	14	1	25	1	4	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	3	15
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	14	0	0	5	21	0	0	0	0	2	10
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	•
Non-Sexual	3	43	2	50	12	50	0	0	2	29	9	45
Sexual	1	14	0	0	1	4	0	0	0	0	2	10
Medical Examination	1	14	0	0	1	4	0	0	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	25	4	17	0	0	0	0	7	35
Reassignment												
Denied	1	14	0	0	1	4	0	0	0	0	1	5

Directed	1	14	0	0	3	13	0	0	0	0	1	5
Reasonable Accommodation Disability	0	0	0	0	1	4	2	67	4	57	5	25
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	1	4	0	0	0	0	0	0
Termination	0	0	1	25	0	0	0	0	1	14	1	5
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	25	0	0	0	0	0	0	3	15
Training	0	0	0	0	0	0	0	0	0	0	2	10
Other Terms/Conditions of Employment*	1	14	1	25	4	17	1	33	2	29	3	15
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		11		18		6		15		7	
Appointment/Hire	0	0	1	9	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0

Awards	0	0	0	0	1	6	0	0	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	0	0	0	0	0	0
Suspension	0	0	1	9	0	0	0	0	0	0	0	0
Removal	0	0	1	9	0	0	1	17	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	1	6	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	2	18	3	17	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												1
Non-Sexual	0	0	4	36	7	39	3	50	6	40	2	29
Sexual	0	0	0	0	4	22	1	17	1	7	0	0
Medical Examination	0	0	0	0	1	6	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	1	14
Promotion/Non- Selection	1	100	1	9	5	28	0	0	3	20	1	14
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	9	2	11	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	18	1	6	1	17	3	20	2	29
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

_				_		_			_		
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	6	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	1	14
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	6	1	17	1	7	0	0
0	0	1	9	0	0	0	0	0	0	0	0
0	0	3	27	3	17	1	17	4	27	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
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					C	om]	parat	ive	Data		
iled v St			Prev	vious							hru09-
	in atus	201		vious 2019		al Y		Data		2023TI	
	atus		8		Fisca	al Y	ear l	Data 2	ı	2023T	0
y Sta	atus	201	8	2019	Fisca 202	al Y 20	ear l 2021	Data 2	022	2023TI	75
y Sta	atus is	201	8	2019 1826	Fisc: 202	al Y 20	2021	Data 2	022 035	2023TI 3	75
viou	atus is	201	33	2019 1826	Fisc: 202	al Y 20 57	2021	Data 20 9	022 035	2023TI 3	75
viou	atus is	201 178 160	8 3 99	2019 1826 1672	Fisc: 202	220 557 147 14	7ear 1 2021 1320	Data 20 9	022 035 875	2023TI 3 87	0 75 29
viou	atus is	178 160	8 23 29	1826 1672	Fisca 202 166 154	al Y 20 557 54	7ear 1 2021 1320 1213	Data 20 9 9 8 8 2 2	022 035 375	2023TI 3 87 82	0 75 29 54 0
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Appeal with EEOC Office of Federal Operations	759	971	1122	519	531	492
			Com	parativ	ve Data	ı
Complaint Investigations	Pro	evious]	2023Thru09-			
	2018	2019	2020	2021	2022	30
Pending Complaints Where	163	123	108	234	366	436