

**DHS - Equal Employment Opportunity
Data Posted
Pursuant to the No Fear Act:
For 1st Quarter 2015 for period ending
December 31, 2014**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	1202	1297	1211	1211	1220	304
Number of Complainants	293	294	245	229	207	303
Repeat Filers	18	28	14	16	10	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	409	460	413	453	375	83
Color	131	137	147	156	133	30
Religion	56	63	53	58	65	12
Reprisal	541	603	562	581	568	113
Sex	397	474	451	456	432	87
PDA	0	2	7	8	7	6
National Origin	208	222	223	193	189	50

Equal Pay Act	0	4	2	3	12	5
Age	356	430	401	424	369	101
Disability	279	327	288	275	303	80
Genetics	3	4	2	6	6	3
Non-EEO	42	85	72	80	83	21
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	56	80	67	68	58	25
Assignment of Duties	107	103	104	99	112	28
Awards	21	25	20	21	15	2
Conversion to Full-time	0	2	1	1	2	0
Disciplinary Action						
Demotion	9	12	18	8	9	0
Reprimand	58	88	73	76	54	15
Suspension	63	74	65	63	60	9
Removal	17	31	34	24	40	13
Other	30	49	22	28	57	10
Duty Hours	23	34	17	21	20	6
Evaluation Appraisal	91	98	94	81	78	20
Examination/Test	7	6	4	10	9	0
Harassment						
Non-Sexual	406	476	474	498	501	109
Sexual	50	41	36	46	39	10

Medical Examination	10	8	12	8	12	2
Pay (Including Overtime)	16	39	26	34	47	11
Promotion/Non-Selection	232	246	262	272	168	55
Reassignment						
Denied	24	30	25	30	23	8
Directed	36	55	40	34	47	8
Reasonable Accommodation	52	64	65	59	67	17
Reinstatement	6	7	11	3	3	0
Retirement	8	8	9	3	3	1
Termination	188	163	86	103	90	21
Terms/Conditions of Employment	163	220	120	105	107	22
Time and Attendance	47	52	56	46	48	11
Training	35	33	36	31	24	10
Other	88	64	31	34	71	9
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	215.02	237.91	233.03	238.60	260.39	248.83
Average number of days in final action	392.42	152.84	87.98	105.32	71.86	77.39
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	204.35	231.61	230.83	231.74	251.89	257.99
Average number of days in final action	61.80	71.68	54.35	54.47	39.91	42.66
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	231.26	253.09	237.04	250.33	276.86	239.92						
Average number of days in final action	752.81	234.00	138.21	167.77	117.94	119.60						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	195	138	155	125	123	22						
Average days pending prior to dismissal	379	169	130	105	142	131						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	112	108	138	100	101	28						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		16		19		13		8	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	4	100	8	100	16	100	19	100	13	100	8	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%

Non-EEO	0	0	0	0	1	13	0	0	0	0	0	0
Findings Without Hearing	1		3		1		14		17		0	
Race	0	0	0	0	0	0	3	21	4	24	0	0
Color	0	0	0	0	1	100	1	7	1	6	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	67	0	0	6	43	8	47	0	0
Sex	1	100	0	0	0	0	5	36	10	59	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	1	7	3	18	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	4	24	0	0
Disability	0	0	1	33	0	0	5	36	4	24	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	6	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		9		9		19		24		6	
Appointment/Hire	0	0	1	11	0	0	1	5	2	8	0	0
Assignment of Duties	0	0	0	0	2	22	1	5	2	8	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	1	11	0	0	2	11	0	0	0	0
Suspension	0	0	0	0	0	0	1	5	2	8	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	4	0	0
Duty Hours	0	0	1	11	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	11	1	5	1	4	1	17
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	20	1	11	2	22	9	47	11	46	4	67
Sexual	1	20	0	0	0	0	1	5	3	13	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	11	0	0	0	0	0	0
Promotion/Non-Selection	2	40	0	0	3	33	1	5	5	21	1	17
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	20	0	0	0	0	2	11	3	13	1	17
Reasonable Accommodation	0	0	2	22	1	11	2	11	1	4	0	0
Reinstatement	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
Termination	1	20	2	22	1	11	1	5	3	13	2	33
Terms/Conditions of Employment	1	20	2	22	0	0	3	16	2	8	2	33
Time and Attendance	0	0	0	0	0	0	1	5	1	4	0	0
Training	2	40	0	0	1	11	0	0	0	0	0	0

Other - User Defined	0	0	0	0	1	11	1	5	1	4	0	0
Findings After Hearing	4		6		8		5		7		6	
Appointment/Hire	0	0	0	0	0	0	0	0	1	14	0	0
Assignment of Duties	0	0	0	0	2	25	0	0	1	14	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	20	0	0	0	0
Suspension	0	0	0	0	0	0	1	20	1	14	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	14	0	0
Duty Hours	0	0	1	17	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	13	0	0	0	0	1	17
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	1	17	1	13	1	20	3	43	4	67
Sexual	0	0	0	0	0	0	1	20	1	14	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	13	0	0	0	0	0	0
Promotion/Non-Selection	2	50	0	0	3	38	0	0	1	14	1	17
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	25	0	0	0	0	2	40	0	0	1	17

Reasonable Accommodation	0	0	2	33	1	13	1	20	0	0	0	0
Reinstatement	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
Termination	1	25	1	17	1	13	0	0	1	14	2	33
Terms/Conditions of Employment	1	25	2	33	0	0	1	20	0	0	2	33
Time and Attendance	0	0	0	0	0	0	0	0	1	14	0	0
Training	2	50	0	0	1	13	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	13	0	0	0	0	0	0
Findings Without Hearing	1		3		1		14		17		0	
Appointment/Hire	0	0	1	33	0	0	1	7	1	6	0	0
Assignment of Duties	0	0	0	0	0	0	1	7	1	6	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	1	33	0	0	1	7	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	6	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	7	1	6	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Non-Sexual	0	0	0	0	1	100	8	57	8	47	0	0
Sexual	1	100	0	0	0	0	0	0	2	12	0	0
Medical Examination	0	0	0	0	0	0	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	0	0	0	0	1	7	4	24	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	3	18	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	7	1	6	0	0
Reinstatement	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
Termination	0	0	1	33	0	0	1	7	2	12	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	14	2	12	0	0
Time and Attendance	0	0	0	0	0	0	1	7	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	7	1	6	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2015Thru12-31						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	787	729	937	943	1131	1934						
Total Complainants	727	677	856	887	1063	1802						
Number complaints pending												
Investigation			65	48	89	116	104			579		

ROI issued, pending Complainant's action	12	6	6	12	9	47
Hearing	427	550	670	710	913	1159
Final Agency Action	235	109	154	104	104	130
Appeal with EEOC Office of Federal Operations	241	396	546	739	924	978
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	163	187	187	210	162	187