

**Equal Employment Opportunity Data
Posted
Pursuant to the No Fear Act:
Department of Homeland Security
For 2nd Quarter 2018 for period ending
March 31, 2018**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
Number of Complaints Filed	1213	1224	1276	1345	1252	734
Number of Complainants	1159	1187	1229	1296	1207	725
Repeat Filers	50	31	42	42	36	8

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Race	456	383	453	462	456	234
Color	156	137	179	175	191	78
Religion	58	64	65	64	60	28
Reprisal	586	580	608	716	634	334
Sex	458	440	465	476	457	236
PDA	8	7	23	23	13	11

National Origin	193	193	194	221	205	137
Equal Pay Act	3	12	8	4	9	1
Age	426	425	413	423	387	174
Disability	275	310	332	355	338	189
Genetics	6	6	5	9	5	0
Non-EEO	80	89	85	79	102	37
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	68	61	85	91	89	45
Assignment of Duties	99	118	143	145	140	135
Awards	21	16	21	27	24	14
Conversion to Full Time/Perm Status	1	2	0	3	1	0
Disciplinary Action						
Demotion	8	9	7	12	11	6
Reprimand	77	57	69	58	77	33
Suspension	64	66	76	88	91	35
Removal	24	41	55	56	37	18
Duty Hours	21	20	29	42	25	16
Perf. Eval./ Appraisal	82	82	142	141	146	86
Examination/Test	10	10	6	16	6	15
Harassment						
Non-Sexual	499	513	512	613	519	284
Sexual	46	39	34	38	46	30

Medical Examination	8	13	22	33	16	16
Pay including overtime	34	47	54	49	64	19
Promotion/Non-Selection	273	171	233	309	289	109
Reassignment						
Denied	30	23	30	38	35	13
Directed	34	50	35	48	53	27
Reasonable Accommodation Disability	59	68	85	97	100	52
Reinstatement	3	3	6	5	2	2
Religious Accommodation	0	0	0	11	10	5
Retirement	3	3	6	4	5	2
Sex-Stereotyping	0	0	0	2	1	0
Telework	0	0	0	21	21	11
Termination	103	94	91	92	111	76
Terms/Conditions of Employment	109	114	109	139	172	73
Time and Attendance	46	51	74	88	101	44
Training	31	24	29	48	59	11
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	237.93	261.76	260.35	294.25	248.68	249.22
Average number of days in final action	104.97	72.39	77.07	104.72	140.54	126.94
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	233.16	254.60	260.50	287.78	237.58	239.37						
Average number of days in final action	53.65	38.56	45.08	58.35	73.55	70.29						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	248.77	274.03	260.64	296.74	265.50	263.13						
Average number of days in final action	167.01	119.05	114.45	165.11	194.21	194.54						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2018Thru03-31	
	2013	2014	2015	2016	2017							
Total Complaints Dismissed by Agency	124	122	90	59	109	115						
Average days pending prior to dismissal	106	142	158	216	213	330						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	102	110	125	132	109	46						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2018Thru03-31	
	2013	2014	2015	2016	2017							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	28		28		21		18		14		3	
Without Hearing	23	82	20	71	10	48	11	61	12	86	0	0
With Hearing	5	18	8	29	11	52	7	39	2	14	3	100

Reprisal	4	80	3	38	5	45	6	86	1	50	2	67
Sex	2	40	1	13	4	36	6	86	0	0	3	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	20	1	13	0	0	3	43	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	1	13	5	45	2	29	0	0	0	0
Disability	1	20	5	63	2	18	2	29	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	9	1	14	0	0	1	33
Findings Without Hearing	14		17		3		9		10		0	
Race	3	21	4	24	1	33	1	11	1	10	0	0
Color	1	7	1	6	1	33	1	11	0	0	0	0
Religion	0	0	0	0	0	0	1	11	0	0	0	0
Reprisal	6	43	8	47	0	0	2	22	6	60	0	0
Sex	5	36	11	65	0	0	6	67	4	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	3	18	1	33	1	11	1	10	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	4	24	3	100	0	0	3	30	0	0
Disability	5	36	4	24	1	33	2	22	4	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	6	0	0	1	11	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru03-31	
	2013		2014		2015		2016		2017		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	19		24		14		16		12		3	
Appointment/Hire	1	5	2	8	0	0	1	6	0	0	0	0
Assignment of Duties	1	5	2	8	2	14	2	13	3	25	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	2	11	0	0	1	7	1	6	0	0	0	0
Suspension	1	5	2	8	1	7	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	33
Duty Hours	0	0	0	0	0	0	1	6	0	0	0	0
Perf. Eval./ Appraisal	1	5	1	4	1	7	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	8	0	0
Harassment												
Non-Sexual	9	47	11	46	7	50	8	50	4	33	2	67
Sexual	1	5	3	13	1	7	4	25	0	0	1	33
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	1	5	5	21	4	29	4	25	2	17	0	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	2	11	3	13	1	7	1	6	0	0	0	0
Reasonable Accommodation Disability	2	11	1	4	1	7	2	13	1	8	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	0	0	0	0	0	0
Termination	1	5	4	17	2	14	0	0	1	8	1	33
Terms/Conditions of Employment	3	16	2	8	3	21	1	6	3	25	0	0
Time and Attendance	1	5	1	4	1	7	1	6	0	0	0	0
Training	0	0	0	0	2	14	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	5		7		11		7		2		3	
Appointment/Hire	0	0	1	14	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	2	18	1	14	0	0	0	0
Awards	0	0	0	0	0	0	1	14	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	1	20	0	0	1	9	1	14	0	0	0	0
Suspension	1	20	1	14	1	9	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	14		17		3		9		10		0	
Appointment/Hire	1	7	1	6	0	0	1	11	0	0	0	0
Assignment of Duties	1	7	1	6	0	0	1	11	3	30	0	0
Awards	0	0	0	0	0	0	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	1	7	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	6	0	0	0	0	0	0	0	0
Removal	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
Perf. Eval./ Appraisal	1	7	1	6	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	1	10	0	0
Harassment												
Non-Sexual	8	57	8	47	1	33	4	44	4	40	0	0
Sexual	0	0	2	12	0	0	2	22	0	0	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	1	7	4	24	2	67	1	11	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	3	18	0	0	1	11	0	0	0	0

Reasonable Accommodation Disability	1	7	1	6	0	0	1	11	1	10	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	0	0	0	0	0	0
Termination	1	7	2	12	0	0	0	0	1	10	0	0
Terms/Conditions of Employment	2	14	2	12	0	0	0	0	3	30	0	0
Time and Attendance	1	7	0	0	1	33	0	0	0	0	0	0
Training	0	0	0	0	2	67	0	0	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2018Thru03-31
	Previous Fiscal Year Data						
	2013	2014	2015	2016	2017		
Total complaints from previous Fiscal Years	930	1101	1350	1686	2060	2622	
Total Complainants	871	1031	1259	1568	1891	2345	
Number complaints pending							
Investigation	111	98	177	169	198	331	
ROI issued, pending Complainant's action	12	8	10	11	26	47	
Hearing	699	897	1022	1218	1585	1866	
Final Agency Action	111	101	137	224	210	275	
Appeal with EEOC Office of Federal Operations	607	735	734	705	816	902	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru03-31
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	204	152	247	192	211	239