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

			Cor	nparati	ve Data	ì
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2018Thru03-31
	2013	2014	2015	2016	2017	20101111u05-51
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 Pagis			Com	parativ	ve Data	ı
Complaints by Basis	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru03- 31
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
Commisints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	2018Thru03- 31
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	-		-		-	-

Other

			Comp	parative 1	Data	
Processing Time		Previous	Fiscal Y	ear Data	ı	2018Thru03-
	2013	2014	2015	2016	2017	31
Complaints pending during	g fiscal yo	ear				
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	ar where	hearing v	vas reque	sted	

Average number of days in investigation	23	33.16	25	4.60	26	0.50	28	7.78	237	7.58	2	39.37		
Average number of days in final action	5:	3.65	38	3.56	45	.08	58	3.35	73.	.55	7	70.29		
Complaint pending durin	g fiso	cal ye	ear w	here	e hear	ing v	was	not re	eques	sted				
Average number of days in investigation	24	18.77	27	4.03	3 26	0.64	29	6.74	265	5.50	2	63.13		
Average number of days in final action	16	57.01	11	9.05	114	4.45	16	5.11	194	1.21	194.54			
	Comparative Data													
Complaints Dismiss Agency	ed by	y		Pre	vious	Fisc	al Y	ear l	Data		2018	Thru03-		
rigency	2013 2014 2015 2016 2017								17	31				
Total Complaints Dismis Agency	sed t	ру	12	4	122	9	0	59	10	09	115			
Average days pending pr dismissal	ior to)	10	06	142	15	58	216	2	13		330		
Co	mpla	ints	Witl	hdra	ıwn b	y Co	omp	laina	nts					
Total Complaints Withdr Complainants	awn	by	10)2	110	12	25	132	10	09		46		
					C	omp	ara	tive I	Data					
Total Final Agency			Prev	viou	s Fisc	al Y	ear	Data			2018	Thru03-		
Actions Finding Discrimination	20	13	20	14	20	15	20)16	20	17		31		
	#	%	#	%	#	%	#	%	#	%	#	%		
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		

Findings of					(Compa	arati	ve D	ata			
Discrimination Rendered by Basis			Pre	viou	s Fis	cal Y	ear I)ata			2018	Thru03-
Note: Complaints can	20	13	20	14	20)15	20	16	20	17		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	19		25		14		16		12		3	
Race	4	21	5	20	5	36	3	19	2	17	1	33
Color	1	5	1	4	1	7	1	6	0	0	1	33
Religion	0	0	0	0	0	0	1	6	0	0	0	0
Reprisal	10	53	11	44	5	36	8	50	7	58	2	67
Sex	7	37	12	48	4	29	12	75	4	33	3	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	11	4	16	1	7	4	25	1	8	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	5	5	20	8	57	2	13	3	25	0	0
Disability	6	32	9	36	3	21	4	25	4	33	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	4	1	7	2	13	0	0	1	33
Findings After Hearing	5		8		11		7		2		3	
Race	1	20	1	13	4	36	2	29	1	50	1	33
Color	0	0	0	0	0	0	0	0	0	0	1	33
Religion	0	0	0	0	0	0	0	0	0	0	0	0

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
	0	0	4	24	3	100	0	0	3	30	0	0
Age	5	36	4	24	1	33	2	22	4	40	0	0
Age Disability)	30	' '									
	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing Race Color Religion Reprisal Sex PDA National Origin Equal Pay Act	0 14 3 1 0 6 5 0 1 0	0 21 7 0 43 36 0 7 0	0 17 4 1 0 8 11 0 3 0 4	0 24 6 0 47 65 0 18 0 24	1 3 1 0 0 0 0 1 0 3	9 33 33 0 0 0 33 0 100	1 9 1 1 1 2 6 0 1 0	11 11 11 22 67 0 11 0	0 10 1 0 0 6 4 0 1 0 3	0 10 0 0 60 40 0 10 0 30	1 0 0 0 0 0 0 0	0 0 0 0 0 0 0

	Comparative Data											
Findings of			Pre	viou	s Fis	cal Y	ear	Data	ı		2018	Chru03.
Discrimination Rendered by Issue	20	13	2014		20	15	20	16	20)17		31
	#	%	#	%	#	%	#	%	#	%	#	%
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	1											1
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

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
<u></u>												

Removal	0	0	0	0	0	0	0	0	0	0	1	33
Duty Hours	0	0	0	0	0	0	1	14	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	9	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	
Non-Sexual	1	20	3	43	6	55	4	57	0	0	2	67
Sexual	1	20	1	14	1	9	2	29	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	0	0	1	14	2	18	3	43	2	100	0	0
Reassignment												1
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	2	40	0	0	1	9	0	0	0	0	0	0
Reasonable Accommodation Disability	1	20	0	0	1	9	1	14	0	0	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	0	0	2	29	2	18	0	0	0	0	1	33
Terms/Conditions of Employment	1	20	0	0	3	27	1	14	0	0	0	0
Time and Attendance	0	0	1	14	0	0	1	14	0	0	0	0
Training	0	0	0	0	0	0	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

		Comparative Data							
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	2018Thru03-						
	2013	2014	2015	2016	2017	31			
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			

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