

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

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	1244	1239	1289	1349	1275	1472
Number of Complainants	1189	1207	1244	1301	1227	1423
Repeat Filers	51	27	40	42	38	62
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	460	387	448	450	464	545
Color	158	139	178	167	194	201
Religion	58	66	65	66	61	68
Reprisal	602	583	607	685	645	768
Sex	466	443	467	481	465	526
PDA	9	7	23	23	13	19
National Origin	197	196	195	222	207	264

Equal Pay Act	3	12	8	4	11	6
Age	423	373	411	407	390	409
Disability	281	304	330	348	337	416
Genetics	6	6	5	8	4	6
Non-EEO	85	85	89	80	103	90
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	68	58	85	86	87	98
Assignment of Duties	103	117	143	132	139	224
Awards	22	16	20	20	24	20
Conversion to Full Time/Perm Status	1	2	0	3	1	0
<b>Disciplinary Action</b>						
Demotion	10	9	9	11	12	16
Reprimand	76	56	65	42	79	81
Suspension	65	62	74	79	88	87
Removal	28	44	56	56	36	40
Duty Hours	21	21	29	41	23	28
Perf. Eval./ Appraisal	93	86	145	115	150	150
Examination/Test	10	10	6	15	7	27
<b>Harassment</b>						
Non-Sexual	520	515	513	594	527	645
Sexual	49	40	35	38	46	70
Medical Examination	8	13	22	27	16	33

Pay including overtime	35	48	53	43	62	44
Promotion/Non-Selection	276	170	230	302	288	240
<b>Reassignment</b>						
Denied	30	24	30	34	34	32
Directed	36	50	35	44	53	56
Reasonable Accommodation Disability	59	67	84	89	100	114
Reinstatement	3	3	6	5	3	7
Religious Accommodation	0	0	0	11	10	12
Retirement	3	3	6	4	5	3
Sex-Stereotyping	0	0	0	2	1	1
Telework	0	0	0	20	20	21
Termination	105	92	88	85	113	155
Terms/Conditions of Employment	108	107	105	117	173	235
Time and Attendance	48	48	72	80	98	105
Training	32	25	28	44	55	40
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						
Average number of days in investigation	238.80	258.66	257.44	293.53	248.21	274.04
Average number of days in final action	104.89	70.52	77.07	104.47	137.42	108.31
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	233.35	252.06	258.71	284.51	237.05	247.87

Average number of days in final action	54.59	39.91	46.53	57.32	70.40	68.06						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	247.71	270.50	255.26	297.65	264.53	308.53						
Average number of days in final action	164.31	109.65	112.82	159.83	188.34	167.36						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total Complaints Dismissed by Agency	131	126	96	63	111	186						
Average days pending prior to dismissal	103	140	153	206	213	163						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	102	103	120	121	111	120						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</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	19		12		14		18		14		8	
Without Hearing	0	0	0	0	0	0	11	61	12	86	1	12
With Hearing	19	100	12	100	14	100	7	39	2	14	7	88



Reprisal	4	80	3	50	5	45	6	86	1	50	6	86
Sex	2	40	1	17	4	36	6	86	0	0	2	29
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	20	1	17	0	0	3	43	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	1	17	5	45	2	29	0	0	0	0
Disability	1	20	3	50	2	18	2	29	0	0	2	29
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	0	0
<b>Findings Without Hearing</b>	14		17		3		9		10		1	
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	1	100
Sex	5	36	10	59	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

<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09- 30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</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>	19		24		14		16		12		8	
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	1	12
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
<b>Disciplinary Action</b>												
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	12
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	1	12
Examination/Test	0	0	0	0	0	0	0	0	1	8	0	0
<b>Harassment</b>												
Non-Sexual	9	47	11	46	7	50	8	50	4	33	3	38
Sexual	1	5	3	13	1	7	4	25	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	12
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	1	12
<b>Reassignment</b>												

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	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	5	3	13	2	14	0	0	1	8	0	0
Terms/Conditions of Employment	3	16	2	8	3	21	1	6	3	25	2	25
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												
<b>Findings After Hearing</b>	5		7		11		7		2		7	
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	1	14
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												
<b>Findings Without Hearing</b>	14		17		3		9		10		1	
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	1	100
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						2018Thru09-30
	Previous Fiscal Year Data						
	2013	2014	2015	2016	2017		
Total complaints from previous Fiscal Years	970	1146	1419	1760	2083	2092	
Total Complainants	914	1078	1328	1635	1914	1892	
<b>Number complaints pending</b>							
Investigation	118	105	199	210	214	90	
ROI issued, pending Complainant's action	12	9	9	11	28	24	
Hearing	718	914	1061	1237	1590	1597	
Final Agency Action	114	112	147	252	215	308	
Appeal with EEOC Office of Federal Operations	729	923	369	751	818	978	

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	214	164	287	236	228	169