

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

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	1224	1275	1345	1252	1483	309
Number of Complainants	1187	1226	1296	1207	1425	309
Repeat Filers	31	42	42	36	53	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	383	452	464	459	539	102
Color	137	179	177	194	201	37
Religion	64	65	64	61	67	9
Reprisal	581	609	719	637	766	146
Sex	441	465	477	460	514	110
PDA	7	23	23	14	18	4
National Origin	193	194	222	207	267	38

Equal Pay Act	12	8	4	9	4	2
Age	425	412	426	389	411	86
Disability	310	332	355	342	425	81
Genetics	6	5	10	5	6	0
Non-EEO	89	85	79	105	88	19
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	61	85	91	89	100	24
Assignment of Duties	118	143	145	141	225	28
Awards	16	21	27	24	21	4
Conversion to Full Time/Perm Status	2	0	3	1	0	0
Disciplinary Action						
Demotion	9	7	12	12	15	3
Reprimand	57	69	58	78	77	10
Suspension	66	76	88	90	87	13
Removal	41	55	56	37	40	9
Duty Hours	20	29	42	25	25	6
Perf. Eval./ Appraisal	82	143	142	146	144	24
Examination/Test	10	6	16	6	27	3
Harassment						
Non-Sexual	514	513	613	522	640	124
Sexual	39	34	38	46	68	13
Medical Examination	14	22	33	16	33	8

Pay including overtime	47	54	49	64	43	11
Promotion/Non-Selection	171	233	309	290	242	57
Reassignment						
Denied	23	30	38	34	33	3
Directed	50	35	48	54	55	7
Reasonable Accommodation Disability	68	85	97	102	117	20
Reinstatement	3	6	5	2	7	0
Religious Accommodation	0	0	11	10	12	0
Retirement	3	6	4	5	3	1
Sex-Stereotyping	0	0	2	1	1	1
Telework	0	0	21	21	21	3
Termination	94	91	94	112	156	22
Terms/Conditions of Employment	113	108	139	172	235	36
Time and Attendance	53	74	88	101	108	14
Training	24	29	48	59	36	6
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	261.76	260.32	294.24	248.63	276.87	248.44
Average number of days in final action	72.18	78.12	104.56	140.12	110.16	138.77
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.60	260.50	287.75	238.85	248.67	247.53

Average number of days in final action	38.41	48.18	58.25	73.13	67.51	44.25						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	274.03	260.55	296.12	263.50	318.41	247.28						
Average number of days in final action	119.05	114.45	165.11	194.21	178.35	294.11						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014	2015	2016	2017	2018							
Total Complaints Dismissed by Agency	123	89	58	109	185	25						
Average days pending prior to dismissal	147	158	217	213	275	176						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	110	126	133	110	120	28						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014	2015	2016	2017	2018							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	28		21		18		13		8		1	
Without Hearing	20	71	10	48	11	61	11	85	3	38	0	0
With Hearing	8	29	11	52	7	39	2	15	5	63	1	100

Reprisal	3	38	5	45	6	86	1	50	5	100	1	100
Sex	1	13	4	36	6	86	0	0	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	13	0	0	3	43	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	13	5	45	2	29	0	0	0	0	0	0
Disability	5	63	2	18	2	29	0	0	2	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	9	1	14	0	0	0	0	0	0
Findings Without Hearing	17		3		9		9		1		0	
Race	4	24	1	33	1	11	0	0	0	0	0	0
Color	1	6	1	33	1	11	0	0	0	0	0	0
Religion	0	0	0	0	1	11	0	0	0	0	0	0
Reprisal	8	47	0	0	2	22	5	56	1	100	0	0
Sex	11	65	0	0	6	67	4	44	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	3	18	1	33	1	11	1	11	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	4	24	3	100	0	0	3	33	0	0	0	0
Disability	4	24	1	33	2	22	4	44	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	6	0	0	1	11	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	24		14		16		11		6		1	
Appointment/Hire	2	8	0	0	1	6	0	0	0	0	0	0
Assignment of Duties	2	8	2	14	2	13	3	27	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	1	7	1	6	0	0	0	0	0	0
Suspension	2	8	1	7	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	17	0	0
Duty Hours	0	0	0	0	1	6	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	4	1	7	0	0	0	0	1	17	0	0
Examination/Test	0	0	0	0	0	0	1	9	0	0	0	0
Harassment												
Non-Sexual	11	46	7	50	8	50	3	27	2	33	1	100
Sexual	3	13	1	7	4	25	0	0	1	17	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	17	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	5	21	4	29	4	25	2	18	1	17	0	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	3	13	1	7	1	6	0	0	0	0	0	0
Reasonable Accommodation Disability	1	4	1	7	2	13	1	9	0	0	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	4	17	2	14	0	0	1	9	0	0	0	0
Terms/Conditions of Employment	2	8	3	21	1	6	3	27	1	17	0	0
Time and Attendance	1	4	1	7	1	6	0	0	0	0	0	0
Training	0	0	2	14	0	0	0	0	0	0	0	0
Other - User Define												
Findings After Hearing	7		11		7		2		5		1	
Appointment/Hire	1	14	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	2	18	1	14	0	0	0	0	0	0
Awards	0	0	0	0	1	14	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	1	9	1	14	0	0	0	0	0	0
Suspension	1	14	1	9	0	0	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	17		3		9		9		1		0	
Appointment/Hire	1	6	0	0	1	11	0	0	0	0	0	0
Assignment of Duties	1	6	0	0	1	11	3	33	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	6	0	0	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	6	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	1	11	0	0	0	0
Harassment												
Non-Sexual	8	47	1	33	4	44	3	33	0	0	0	0
Sexual	2	12	0	0	2	22	0	0	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	4	24	2	67	1	11	0	0	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	3	18	0	0	1	11	0	0	0	0	0	0

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

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2019Thru12-31
	Previous Fiscal Year Data						
	2014	2015	2016	2017	2018		
Total complaints from previous Fiscal Years	1096	1344	1680	2040	2064	3096	
Total Complainants	1025	1250	1557	1869	1868	2790	
Number complaints pending							
Investigation	97	176	168	195	87	619	
ROI issued, pending Complainant's action	8	10	11	26	23	60	
Hearing	889	1013	1210	1571	1590	1895	
Final Agency Action	104	141	233	234	303	408	
Appeal with EEOC Office of Federal Operations	735	733	703	801	976	1045	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 12-31
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	151	246	190	207	165	184