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

For 2nd Quarter 2019 for period ending March 31, 2019

				(	Comp	arati	ive	Data	ı	
<b>Complaint Activity</b>		Previ	ous F	Fisc	al Ye	ar Da	ata		2	0107102 21
	201	4 20	15	20	16 2	017	2(	)18	Z	019Thru03-31
Number of Complaints Filed	122	24 12	.75	134	45 1	254	14	187		593
Number of Complainants	118	37 12	26	129	96 1	206	14	<b>1</b> 27		587
Repeat Filers	31	4	2	42	2	39	4	55		5
					Con	npar	ativ	ve Da	ita	
Complaints by Basis		Pr	evio	us I	Fiscal	Year	r D	ata		
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.	m	2014	201	15	2016	20	17	201	8	2019Thru03- 31
Race		383	45	2	464	45	9	543	3	201
Color		137	17	9	177	19	4	201	1	67
Religion		64	65	5	64	6	1	69	)	23
Reprisal		581	60	9	719	63	8	77(	)	299
Sex		441	46	5	477	46	0	510	5	202
PDA		7	23	3	23	14	4	18		7
National Origin		193	19	4	222	20	)7	268	8	82

Equal Pay Act	12	8	4	9	4	3
Age	425	412	426	390	412	183
Disability	310	332	355	343	427	169
Genetics	6	5	10	5	6	0
Non-EEO	89	85	79	105	88	31
		·	Com	parativ	ve Data	l
Complaints by Issue	Pro	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.	2014	2015	2016	2017	2018	2019Thru03- 31
Appointment/Hire	61	85	91	89	103	50
Assignment of Duties	118	143	145	142	226	59
Awards	16	21	27	24	21	10
Conversion to Full Time/Perm Status	2	0	3	1	0	0
Disciplinary Action		-	-	-	-	
Demotion	9	7	12	12	15	6
Reprimand	57	69	58	78	79	27
Suspension	66	76	88	90	89	31
Removal	41	55	56	38	40	15
Duty Hours	20	29	42	25	26	10
Perf. Eval./ Appraisal	82	143	142	146	148	64
Examination/Test	10	6	16	6	27	6
Harassment						
Non-Sexual	514	513	613	523	646	257
Sexual	39	34	38	46	69	21
Medical Examination	14	22	33	16	33	12

Pay including overtime		47	54	4	.9	64	44	17
Promotion/Non-Selection		171	233	30	09	291	243	100
Reassignment								
Denied		23	30	3	8	34	35	12
Directed		50	35	4	8	54	55	10
Reasonable Accommodate Disability	on	68	85	97		103	117	48
Reinstatement		3	6	5		2	7	2
Religious Accommodation	ı	0	0	0 11 9		9	12	1
Retirement		3	6	4	4 5		4	2
Sex-Stereotyping		0	0		2	1	1	0
Telework							21	7
Termination		94	91	9	94	112	156	53
Terms/Conditions of Emp	loyment	113	108	1.	39 172		239	74
Time and Attendance		53	74	4 88		101	110	41
Training		24	29	29 48 59		59	36	18
Other			-			-		·
			Co	omp	ara	tive I	Data	
<b>Processing Time</b>		Previou	s Fisca	l Y	ear	Data		2019Thru03
	2014	2015	201	6	20	017	2018	31
Complaints pending durin	g fiscal y	ear						
Average number of days in investigation	261.76	260.32	294.	24	248.63		274.80	279.89
Average number of days in final action	78.16	104.	104.39 1		0.12	110.16	143.93	
Complaint pending during	g fiscal ye	ar wher	e hearii	ng v	vas 1	reque	sted	
Average number of days in investigation	254.60	260.50	287.	75	238	8.75	250.48	267.70

Average number of days in final action	38	.40	48.	18	58.	13	73	.13	67	.51	6:	5.72
Complaint pending during	g fisc	al ye	ear wh	ere	hear	ing v	vas 1	not re	que	sted		
Average number of days in investigation	274	.03	260.	55	296	.12	263	3.76	310	).42	28	1.32
Average number of days in final action	119	9.05	114.	72	165	.11	194	4.21	178	3.35	28	9.83
					-	С	omp	oarat	ive ]	Data		
Complaints Dismisse Agency	ed by Previous Fiscal Year Data										20197	hru03-
gj			2014	2	015	201	6	2017	20	18		31
Total Complaints Dismiss Agency	ed by	y	123		89	58	3	109	1	85	2	47
Average days pending pri dismissal	or to		147	1	158	21	7	213	2	76	1	72
Con	ıplai	nts V	Withd	lrav	vn by	y Co	mpl	aina	nts			
Total Complaints Withdra Complainants	wn t	у	110	1	126	13	3	110	12	21		56
					С	omp	ara	tive I	Data	l		
Total Final Agency			Previ	ous	Fisc	al Y	ear	Data			2019	Fhru03-
Actions Finding Discrimination	20	14	201	15	20	)16	2	017	20	018	_	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	28		21		18		13		8		9	
Without Hearing	20	71	10	48	11	61	11	85	3	38	7	78
With Hearing	8	29	11	52	7	39	2	15	5	63	2	22

Findings of	Comparative Data											
Discrimination Rendered by Basis	Previous Fiscal Year Data20142015201620172018										2019	Fhru03-
Note: Complaints can	20	14	20	)15	20	16	20	17	2	018		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	25		14		16		11		6		8	
Race	5	20	5	36	3	19	1	9	1	17	4	50
Color	1	4	1	7	1	6	0	0	1	17	1	13
Religion	0	0	0	0	1	6	0	0	0	0	0	0
Reprisal	11	44	5	36	8	50	6	55	6	100	3	38
Sex	12	48	4	29	12	75	4	36	2	33	1	13
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	4	16	1	7	4	25	1	9	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	5	20	8	57	2	13	3	27	0	0	4	50
Disability	9	36	3	21	4	25	4	36	2	33	1	13
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	4	1	7	2	13	0	0	0	0	0	0
Findings After Hearing	8		11		7		2		5		2	
Race	1	13	4	36	2	29	1	50	1	20	1	50
Color	0	0	0	0	0	0	0	0	1	20	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	3	38	5	45	6	86	1	50	5	100	1	50
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
	1	1	1	1	1	1	1	1	1	1	1	1
Findings Without Hearing	17		3		9		9		1		6	
Race	4	24	1	33	1	11	0	0	0	0	3	50
Color	1	6	1	33	1	11	0	0	0	0	1	17
Religion	0	0	0	0	1	11	0	0	0	0	0	0
Reprisal	8	47	0	0	2	22	5	56	1	100	2	33
Sex	11	65	0	0	6	67	4	44	0	0	1	17
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	4	67
Disability	4	24	1	33	2	22	4	44	0	0	1	17
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

					(	Comp	oara	tive D	ata			
Findings of			Pre	viou	s Fis	cal Y	ear	Data			2019	Thru03
Discrimination Rendered by Issue	20	14	20	15	20	16	20	)17	2	018		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	24		14		16		11		6		8	
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	1									1	1	1
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	1	13
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	2	25
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	5	63
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	1	13

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	1	13
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	2	25
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		2	
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

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

Other - User Define												
Findings Without Hearing	17		3		9		9		1		6	
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	1	17
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	2	33
Examination/Test	0	0	0	0	0	0	1	11	0	0	0	0
Harassment			<u> </u>		<u>.</u>		<u>.</u>				-	-
Non-Sexual	8	47	1	33	4	44	3	33	0	0	3	50
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	1	17
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	1	17
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	2	33
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
	I				L							
Other - User Define	1	1		1	I	1						
	1						Com	ipara	tive	e Data	- 	
Pending Complaints			<u> </u>	Pro	eviou	ıs Fi		ipara Year				Thru03
				Pro 2014	eviou 201			-	Dat			Thru03- 31
Pending Complaints	by S	tatu			1	5 2	scal	Year	Dat 7 2	ta	2019	<b>Thru03</b> - <b>31</b> 2862
<b>Pending Complaints</b> <b>Previous Fiscal Years</b> Total complaints from p	by S	tatu		2014	201	<b>5</b> 2	scal ` 2016	Year 201'	<b>Dat</b> 7 2 3 2	ta 2018	2019	31
<b>Pending Complaints</b> <b>Previous Fiscal Years</b> Total complaints from p Fiscal Years	by S	ous		<b>2014</b> 1092	<b>201</b> 134	<b>5</b> 2	<b>iscal</b> ` <b>2016</b> 1676	Year 201' 203:	<b>Dat</b> 7 2 3 2	ta 2018 2053	2019	<b>31</b> 2862
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants	by S	ous		<b>2014</b> 1092	<b>201</b> 134	<b>5 2</b> -1 1	<b>iscal</b> ` <b>2016</b> 1676	Year 201' 203:	<b>Dat</b> 7 2 3 2 )	ta 2018 2053	2019	<b>31</b> 2862
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants Number complaints po	by S previo	ous		<b>2014</b> 1092 1020	<b>201</b> 134 124	5     2       -1     1       -6     1       6     1	<b>2016</b> 1676	Year 2017 2033 1860	<b>Dat</b> 7 2 3 2 )	<b>ta 2018</b> 2053 1853	2019	<b>31</b> 2862 2575
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants Number complaints per Investigation ROI issued, pending	by S previo	ous		<b>2014</b> 1092 1020 97	<b>201</b> 134 124	5     2       11     1       6     1       6     1       6     1	<b>iscal</b> 2016 1676 1552 168	Year 2017 2033 1860	Dat 7 2 3 2 ) 1	<b>ta 2018</b> 2053 1853 86	2019	<b>31</b> 2862 2575 404
Pending Complaints Previous Fiscal Years Total complaints from p Fiscal Years Total Complainants Number complaints po Investigation ROI issued, pending Complainant's actio	by S previo endin	ous		2014 1092 1020 97 8	201 134 124 170 10	5     2       1     1       6     1       6     1       6     1       6     1       0     1	<b>iscal</b> <b>2016</b> 1676 1552 168 11	Year 2017 2033 1860 195 26	Dat 7 2 3 2 0 1	ta 2018 2053 1853 86 23	2019	<b>31</b> 2862 2575 404 58

			Com	parati	ve Data	l
<b>Complaint Investigations</b>	Pr	evious	Fiscal `	Year D	ata	2019Thru03-
	2014	2015	2016	2017	2018	31
Pending Complaints Where Investigations Exceed Required Time Frames	151	246	190	207	165	217