

# 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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	1224	1275	1345	1254	1487	593
Number of Complainants	1187	1226	1296	1206	1427	587
Repeat Filers	31	42	42	39	55	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	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	543	201
Color	137	179	177	194	201	67
Religion	64	65	64	61	69	23
Reprisal	581	609	719	638	770	299
Sex	441	465	477	460	516	202
PDA	7	23	23	14	18	7
National Origin	193	194	222	207	268	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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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	49	64	44	17
Promotion/Non-Selection	171	233	309	291	243	100
<b>Reassignment</b>						
Denied	23	30	38	34	35	12
Directed	50	35	48	54	55	10
Reasonable Accommodation Disability	68	85	97	103	117	48
Reinstatement	3	6	5	2	7	2
Religious Accommodation	0	0	11	9	12	1
Retirement	3	6	4	5	4	2
Sex-Stereotyping	0	0	2	1	1	0
Telework	0	0	21	21	21	7
Termination	94	91	94	112	156	53
Terms/Conditions of Employment	113	108	139	172	239	74
Time and Attendance	53	74	88	101	110	41
Training	24	29	48	59	36	18
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru03-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Complaints pending during fiscal year						
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	72.11	78.16	104.39	140.12	110.16	143.93
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.60	260.50	287.75	238.75	250.48	267.70

Average number of days in final action	38.40	48.18	58.13	73.13	67.51	65.72						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	274.03	260.55	296.12	263.76	310.42	281.32						
Average number of days in final action	119.05	114.72	165.11	194.21	178.35	289.83						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru03-31</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>							
Total Complaints Dismissed by Agency	123	89	58	109	185	47						
Average days pending prior to dismissal	147	158	217	213	276	172						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	110	126	133	110	121	56						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2019Thru03-31</b>	
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</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	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



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
<b>Findings Without Hearing</b>	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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru03-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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												
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
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	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												
<b>Findings After Hearing</b>	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





Other - User Define												
<b>Findings Without Hearing</b>	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												
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

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2019Thru03-31
	Previous Fiscal Year Data						
	2014	2015	2016	2017	2018		
Total complaints from previous Fiscal Years	1092	1341	1676	2033	2053	2862	
Total Complainants	1020	1246	1552	1860	1853	2575	
<b>Number complaints pending</b>							
Investigation	97	176	168	195	86	404	
ROI issued, pending Complainant's action	8	10	11	26	23	58	
Hearing	886	1010	1207	1565	1582	1845	
Final Agency Action	103	141	232	233	308	460	
Appeal with EEOC Office of Federal Operations	735	733	703	801	976	1070	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019 Thru 03-31
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	151	246	190	207	165	217