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

For 4th Quarter 2019 for period ending September 30, 2019

				Co	mpa	rativ	ve D	ata	
Complaint Activity		Previo	ous Fi	scal	Yea	r Dat	ta		010TI 00 20
	201	4 20	15	2016	20	17	201		019Thru09-30
Number of Complaints Filed	123	9 12	89	349	12	75	147	2	1266
Number of Complainants	120	07 12	44	301	12	27	142	3	1232
Repeat Filers	27	4	0	42	3	8	62		60
				(Com	para	tive	Data	l
Complaints by Basis		Pr	eviou	s Fis	iscal Year Data				
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tot complaints filed.	ım	2014	201	5 20)16	201	7 2	2018	2019Thru09- 30
Race		387	448	3 4	50	464	1	545	466
Color		139	178	3 1	67	194	1	201	162
Religion		66	65	(56	61		68	55
Reprisal		583	607	6	85	645	5	768	669
Sex		443	467	4	81	465	5	526	471
PDA		7	23		23	13		19	17
ational Origin		196	195	2	22	207	7	264	183

Equal Pay Act	12	8	4	11	6	3
Age	373	411	407	390	409	382
Disability	304	330	348	337	416	411
Genetics	6	5	8	4	6	4
Non-EEO	85	89	80	103	90	69
			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	2019Thru09- 30
Appointment/Hire	58	85	86	87	98	94
Assignment of Duties	117	143	132	139	224	140
Awards	16	20	20	24	20	21
Conversion to Full Time/Perm Status	2	0	3	1	0	0
Disciplinary Action					-	·
Demotion	9	9	11	12	16	11
Reprimand	56	65	42	79	81	60
Suspension	62	74	79	88	87	63
Removal	44	56	56	36	40	38
Duty Hours	21	29	41	23	28	21
Perf. Eval./ Appraisal	86	145	115	150	150	137
Examination/Test	10	6	15	7	27	14
Harassment						
Non-Sexual	515	513	594	527	645	618
Sexual	40	35	38	46	70	47
Medical Examination	13	22	27	16	33	36

Pay including overtime		48	53	43	62	44	49
Promotion/Non-Selection		170	230	30	2 288	3 240	218
Reassignment				<u> </u>			
Denied		24	30	34	4 34	32	22
Directed		50	35	44	4 53	56	42
Reasonable Accommodati Disability	on	67	84	89) 100) 114	130
Reinstatement		3	6	5	3	7	2
Religious Accommodatior	1	0	0	11	10	12	7
Retirement		3	6	4	5	3	8
Sex-Stereotyping		0	0	2	1	1	0
Telework		0	0	20) 20	21	12
Termination	92	88	85	5 113	3 155	129	
Terms/Conditions of Emp	loyment	107	105	11	7 173	3 235	172
Time and Attendance		48	72	80) 98	105	103
Training		25	28	44	1 55	40	42
Other							
			Co	mpa	rative	Data	
Processing Time		Previous	s Fisca	l Ye	ar Data	ı	2019Thru09
	2014	2015	201	6	2017	2018	30
Complaints pending during	g fiscal y	ear				-	·
Average number of days in investigation	258.66	257.44	293.5	53	248.21	274.04	286.32
Average number of days in final action	70.52	77.07	104.4	17	137.42	108.31	124.96
Complaint pending during	fiscal ye	ar where	hearin	g wa	as reque	ested	
Average number of days in investigation	252.06	258.71	284.5	51	237.05	247.87	272.03

Average number of days in final action		39.91	46	5.53	57.	32	70.	40	68.	.06	73	3.65
Complaint pending duri	ng fi	scal ye	ear w	here	heari	ng w	vas no	ot rec	ques	ted		
Average number of days in investigation		270.50	25	5.26	297	.65	264	.53	308	5.53	30	1.97
Average number of days in final action	1	09.65	11	2.82	159	.83	188	.34	167	.36	27	1.78
						С	omp	arati	ve l	Data	<u> </u>	
Complaints Dismis Agency	sed t	sed by Previous Fiscal Year Data										hru09-
			201	14 2	2015	201	6 2	017	20	18	3	30
Total Complaints Dism Agency	issed	by	12	6	96	63		111	18	86	Ģ	98
Average days pending p dismissal	orior	to	14	0	153	200	6	213	10	53	1	87
С	ompl	aints '	Witł	ndrav	wn by	y Co	mpla	inar	nts			
Total Complaints With Complainants	lrawr	ı by	10	3	120	12	1	111	12	20	1	40
					Со	mpa	rativ	ve Da	nta			
Total Final Agency		I	Prev	ious	Fisca	l Ye	ar D	ata			20197	Thru09-
Actions Finding Discrimination	20	014	2()15	20)16	20)17	20)18		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12		14		18		14		8		15	
Without Hearing	0	0	0	0	11	61	12	86	1	12	15	100
With Hearing	12	100	14	100	7	39	1	14	7	88	0	0

Findings of					С	ompa	arati	ve D	ata			
Discrimination Rendered by Basis			Pre	vious	Fisc	al Ye	ear E	Data			2019T	hru09-
Note: Complaints can	20	14	20)15	20	16	20	17	2	018	3	0
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	23		14		16		12		9		15	
Race	5	22	5	36	3	19	2	17	0	0	6	40
Color	1	4	1	7	1	6	0	0	0	0	1	7
Religion	0	0	0	0	1	6	0	0	0	0	0	0
Reprisal	11	48	5	36	8	50	7	58	8	100	5	33
Sex	11	48	4	29	12	75	4	33	1	12	5	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	4	17	1	7	4	25	1	8	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	5	22	8	57	2	13	3	25	0	0	5	33
Disability	7	30	3	21	4	25	4	33	2	25	4	27
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	6		11		7		2		5		4	
Race	1	17	4	36	2	29	1	50	0	0	1	25
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	3	50	5	45	6	86	1	50	6	86	2	50
Sex	1	17	4	36	6	86	0	0	2	29	1	25
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	17	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	17	5	45	2	29	0	0	0	0	0	0
Disability	3	50	2	18	2	29	0	0	2	29	1	25
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
Findings Without Hearing	17		3		9		10		1		11	
Race	4	24	1	33	1	11	1	10	0	0	5	45
Color	1	6	1	33	1	33	0	0	0	0	1	9
Religion	0	0	0	0	1	11	0	0	0	0	0	0
Reprisal	8	47	0	0	2	22	6	60	1	100	3	27
Sex	10	59	0	0	6	67	4	40	0	0	4	36
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	3	18	1	33	1	11	1	10	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	30	0	0	5	45
Disability	4	24	1	33	2	22	4	40	0	0	3	27
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

					(Comj	para	tive D	ata			
Findings of			Pre	viou	s Fis	cal Y	lear	Data			2019T	hru09-
Discrimination Rendered by Issue	20	14	20	15	20	16	20	017	2	018	3	60
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	24		14		16		12		8		15	
Appointment/Hire	2	8	0	0	1	6	0	0	0	0	1	7
Assignment of Duties	2	8	2	14	2	13	3	25	1	12	1	7
Awards	0	0	0	0	1	6	0	0	0	0	1	7
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action			<u>.</u>		-						-	
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	7
Removal	0	0	0	0	0	0	0	0	1	12	2	13
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	12	2	13
Examination/Test	0	0	0	0	0	0	1	8	0	0	0	0
Harassment					-					<u>.</u>	·	
Non-Sexual	11	46	7	50	8	50	4	33	3	38	6	40
Sexual	3	13	1	7	4	25	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	12	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
	5	21	4	19	4	25	2	17	1	12	2	13
overtime Promotion/Non- Selection 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	1	7
Reasonable Accommodation Disability	1	4	1	7	2	13	1	8	0	0	2	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	3	13	2	14	0	0	1	8	0	0	1	7
Terms/Conditions of Employment	2	8	3	21	1	6	3	25	2	25	3	20
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	1	7
Other - User Define					-		<u>.</u>			-	-	·
Findings After Hearing	7		11		7		2		7		4	
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	1	14	1	25
Awards	0	0	0	0	1	14	0	0	0	0	1	25
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	4											
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	14	1	25
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	14	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment					-		<u>.</u>				-	-
Non-Sexual	3	43	6	55	4	57	0	0	3	43	2	50
Sexual	1	14	1	9	2	29	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	14	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	1	25
Reassignment					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	1	14	2	18	0	0	0	0	0	0	1	25
Terms/Conditions of Employment	0	0	3	27	1	14	0	0	1	14	0	0
Time and Attendance	1	14	0	0	1	14	0	0	0	0	1	25
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	17		3		9		10		1		11	
Appointment/Hire	1	6	0	0	1	11	0	0	0	0	1	9
Assignment of Duties	1	6	0	0	1	11	3	30	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	9
Removal	0	0	0	0	0	0	0	0	0	0	1	9
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	18
Examination/Test	0	0	0	0	0	0	1	10	0	0	0	0
Harassment												
Non-Sexual	8	47	1	33	4	44	4	40	0	0	4	36
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	9
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	1	9

Appeal with EEOC Office of Federal Operations				923	36	9	751	818		978	11	87
Final Agency Action				112	14	7	252	215		308	500	
Hearing	Hearing			914	106	51	1237	1590)]]	1597	14	88
ROI issued, pending Complainant's action				9	9		11	28	3 24		32	2
Investigation	Investigation				19	9	210	214		90	11	4
Number complaints pe	ndin	g						1				
Total Complainants				1078	132	28	1635	1914	•	1892	19	84
Total complaints from p Fiscal Years	revic	ous		1146	141	9	1760	2083	3 2	2092	2169	
I I CVIUUS FISCAL I CATS	by S			2014	201	5	2016	2017	7 2	2018	3	
Pending Complaints Previous Fiscal Years				Pro	eviou	ıs Fi		iparat Year]		e Data ta	2019T	1ru09_
Other - User Define							~					
Training				67	0	0	0	0	0	0	1	9
Time and Attendance	0 0 1 0 0 2			33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	12	0	0	0	0	3	30	0	0	3	27
Termination	2	12	0	0	0	0	1	10	0	0	0	0
Telework	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
Retirement	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
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	6	0	0	1	11	1	10	0	0	2	18

			Com	parati	ve Data	l
Complaint Investigations	Pr	evious	Fiscal Y	Year D	ata	2019Thru09-
	2014	2015	2016	2017	2018	30
Pending Complaints Where Investigations Exceed Required Time Frames	164	287	236	228	169	136