

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## DHS (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

| Complaint Activity         | Comparative Data          |      |      |      |      |               |
|----------------------------|---------------------------|------|------|------|------|---------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2020Thru03-31 |
|                            | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| Number of Complaints Filed | 1295                      | 1369 | 1284 | 1516 | 1304 | 730           |
| Number of Complainants     | 1246                      | 1318 | 1231 | 1455 | 1263 | 714           |
| Repeat Filers              | 42                        | 44   | 43   | 56   | 38   | 16            |

| Complaints by Basis  | Comparative Data          |      |      |      |      |               |
|--|---------------------------|------|------|------|------|---------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2020Thru03-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| Race   | 457                       | 469  | 474  | 556  | 469  | 272           |
| Color  | 180                       | 179  | 203  | 206  | 167  | 106           |
| Religion   | 65                        | 64   | 63   | 70   | 55   | 30            |
| Reprisal   | 620                       | 731  | 660  | 783  | 685  | 388           |
| Sex  | 473                       | 493  | 474  | 532  | 474  | 287           |
| PDA  | 23                        | 24   | 14   | 19   | 18   | 10            |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| National Origin  | 196                              | 228         | 213         | 270         | 188         | 124                  |
| Equal Pay Act  | 8                                | 4           | 11          | 6           | 3           | 3                    |
| Age  | 413                              | 427         | 401         | 419         | 388         | 236                  |
| Disability   | 334                              | 357         | 348         | 428         | 417         | 229                  |
| Genetics   | 5                                | 10          | 5           | 6           | 5           | 2                    |
| Non-EEO  | 91                               | 83          | 106         | 89          | 70          | 52                   |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru03-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Appointment/Hire   | 86                               | 92          | 91          | 103         | 97          | 64                   |
| Assignment of Duties   | 143                              | 149         | 148         | 230         | 147         | 97                   |
| Awards   | 21                               | 27          | 27          | 22          | 22          | 14                   |
| Conversion to Full Time/Perm Status  | 0                                | 3           | 1           | 0           | 0           | 0                    |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                      |
| Demotion   | 10                               | 12          | 13          | 16          | 11          | 6                    |
| Reprimand  | 71                               | 59          | 82          | 87          | 62          | 32                   |
| Suspension   | 76                               | 88          | 90          | 89          | 66          | 36                   |
| Removal  | 56                               | 60          | 38          | 39          | 38          | 13                   |
| Duty Hours   | 29                               | 42          | 25          | 27          | 21          | 15                   |
| Perf. Eval./ Appraisal   | 148                              | 146         | 160         | 160         | 143         | 80                   |
| Examination/Test   | 6                                | 16          | 7           | 27          | 14          | 6                    |
| <b>Harassment</b>  |                                  |             |             |             |             |                      |
| Non-Sexual   | 521                              | 626         | 541         | 659         | 636         | 372                  |
| Sexual   | 35                               | 38          | 46          | 70          | 48          | 23                   |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination  | 22                               | 32          | 17          | 33          | 39          | 17                   |
| Pay including overtime   | 54                               | 49          | 66          | 48          | 54          | 35                   |
| Promotion/Non-Selection  | 234                              | 310         | 296         | 247         | 221         | 113                  |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 31                               | 38          | 37          | 35          | 25          | 14                   |
| Directed   | 37                               | 51          | 54          | 58          | 44          | 20                   |
| Reasonable Accommodation Disability                              | 85                               | 96          | 106         | 118         | 133         | 64                   |
| Reinstatement  | 6                                | 5           | 3           | 7           | 2           | 1                    |
| Religious Accommodation  | 0                                | 11          | 9           | 12          | 7           | 4                    |
| Retirement   | 6                                | 4           | 5           | 4           | 9           | 5                    |
| Sex-Stereotyping   | 0                                | 2           | 1           | 1           | 0           | 1                    |
| Telework   | 0                                | 21          | 21          | 21          | 14          | 16                   |
| Termination  | 91                               | 95          | 114         | 158         | 132         | 63                   |
| Terms/Conditions of Employment                                   | 110                              | 142         | 182         | 247         | 177         | 72                   |
| Time and Attendance  | 74                               | 88          | 105         | 111         | 105         | 46                   |
| Training   | 29                               | 49          | 61          | 40          | 42          | 21                   |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2020Thru03-31</b> |
|  | <b>2015</b>                      | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |                      |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 258.48                           | 293.56      | 248.67      | 272.32      | 286.29      | 252.96               |
| Average number of days in final action                           | 78.63                            | 102.98      | 136.99      | 107.03      | 124.37      | 143.18               |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |

|   |                                  |          |             |          |             |          |             |          |             |          |                      |          |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Average number of days in investigation                                     | 260.42                           | 287.81   | 240.16      | 252.69   | 271.51      | 225.58   |             |          |             |          |                      |          |
| Average number of days in final action                                      | 49.10                            | 58.24    | 72.98       | 66.84    | 73.30       | 74.52    |             |          |             |          |                      |          |
| <b>Complaint pending during fiscal year where hearing was not requested</b> |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Average number of days in investigation                                     | 255.43                           | 294.14   | 261.16      | 301.42   | 302.95      | 287.55   |             |          |             |          |                      |          |
| Average number of days in final action                                      | 112.46                           | 159.39   | 187.76      | 167.77   | 270.80      | 331.28   |             |          |             |          |                      |          |
| <b>Complaints Dismissed by Agency</b>                                       | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2020Thru03-31</b> |          |
|   | <b>2015</b>                      |          | <b>2016</b> |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</b> |          |                      |          |
| Total Complaints Dismissed by Agency  | 95                               | 63       | 111         | 187      | 98          | 50       |             |          |             |          |                      |          |
| Average days pending prior to dismissal                                     | 153                              | 206      | 213         | 274      | 187         | 259      |             |          |             |          |                      |          |
| <b>Complaints Withdrawn by Complainants</b>                                 |                                  |          |             |          |             |          |             |          |             |          |                      |          |
| Total Complaints Withdrawn by Complainants                                  | 127                              | 137      | 116         | 126      | 146         | 69       |             |          |             |          |                      |          |
| <b>Total Final Agency Actions Finding Discrimination</b>                    | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                      |          |
|   | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2020Thru03-31</b> |          |
|   | <b>2015</b>                      |          | <b>2016</b> |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</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   | 21                               |          | 18          |          | 13          |          | 11          |          | 19          |          | 11                   |          |
| Without Hearing   | 10                               | 48       | 11          | 61       | 11          | 85       | 4           | 36       | 15          | 79       | 5                    | 45       |
| With Hearing  | 11                               | 52       | 7           | 39       | 2           | 15       | 7           | 64       | 4           | 21       | 6                    | 55       |





| Findings of Discrimination Rendered by Issue | Comparative Data          |    |      |    |      |    |      |    |      |    |               |    |
|--|---------------------------|----|------|----|------|----|------|----|------|----|---------------|----|
|  | Previous Fiscal Year Data |    |      |    |      |    |      |    |      |    | 2020Thru03-31 |    |
|  | 2015                      |    | 2016 |    | 2017 |    | 2018 |    | 2019 |    |               |    |
|  | #                         | %  | #    | %  | #    | %  | #    | %  | #    | %  | #             | %  |
| <b>Total Number Findings</b>                 | 14                        |    | 16   |    | 11   |    | 8    |    | 15   |    | 10            |    |
| Appointment/Hire                             | 0                         | 0  | 1    | 6  | 0    | 0  | 0    | 0  | 1    | 7  | 1             | 10 |
| Assignment of Duties                         | 2                         | 14 | 2    | 13 | 3    | 27 | 0    | 0  | 1    | 7  | 2             | 20 |
| Awards                                       | 0                         | 0  | 1    | 6  | 0    | 0  | 0    | 0  | 1    | 7  | 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  | 1    | 6  | 0    | 0  | 0    | 0  | 0    | 0  | 0             | 0  |
| Suspension                                   | 1                         | 7  | 0    | 0  | 0    | 0  | 0    | 0  | 1    | 7  | 1             | 10 |
| Removal                                      | 0                         | 0  | 0    | 0  | 0    | 0  | 1    | 13 | 2    | 13 | 0             | 0  |
| Duty Hours                                   | 0                         | 0  | 1    | 6  | 0    | 0  | 0    | 0  | 0    | 0  | 0             | 0  |
| Perf. Eval./ Appraisal                       | 1                         | 7  | 0    | 0  | 0    | 0  | 1    | 13 | 2    | 13 | 1             | 10 |
| Examination/Test                             | 0                         | 0  | 0    | 0  | 1    | 9  | 0    | 0  | 0    | 0  | 0             | 0  |
| Harassment                                   |                           |    |      |    |      |    |      |    |      |    |               |    |
| Non-Sexual                                   | 7                         | 50 | 8    | 50 | 3    | 27 | 3    | 38 | 6    | 40 | 4             | 40 |
| Sexual                                       | 1                         | 7  | 4    | 25 | 0    | 0  | 1    | 13 | 0    | 0  | 2             | 20 |
| Medical Examination                          | 0                         | 0  | 0    | 0  | 0    | 0  | 1    | 13 | 0    | 0  | 0             | 0  |
| Pay including overtime                       | 0                         | 0  | 0    | 0  | 0    | 0  | 0    | 0  | 0    | 0  | 0             | 0  |
| Promotion/Non-Selection                      | 4                         | 29 | 4    | 25 | 2    | 18 | 1    | 13 | 2    | 13 | 3             | 30 |
| Reassignment                                 |                           |    |      |    |      |    |      |    |      |    |               |    |







|                                     |   |    |   |    |   |    |   |     |    |    |   |    |
|-------------------------------------|---|----|---|----|---|----|---|-----|----|----|---|----|
| Other - User Define                 |   |    |   |    |   |    |   |     |    |    |   |    |
|                                     |   |    |   |    |   |    |   |     |    |    |   |    |
| <b>Findings Without Hearing</b>     | 3 |    | 9 |    | 9 |    | 1 |     | 11 |    | 4 |    |
| Appointment/Hire                    | 0 | 0  | 1 | 11 | 0 | 0  | 0 | 0   | 1  | 9  | 0 | 0  |
| Assignment of Duties                | 0 | 0  | 1 | 11 | 3 | 33 | 0 | 0   | 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                          | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0   | 1  | 9  | 0 | 0  |
| Removal                             | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0   | 1  | 9  | 0 | 0  |
| Duty Hours                          | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0   | 0  | 0  | 0 | 0  |
| Perf. Eval./ Appraisal              | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0   | 2  | 18 | 0 | 0  |
| Examination/Test                    | 0 | 0  | 0 | 0  | 1 | 11 | 0 | 0   | 0  | 0  | 0 | 0  |
| Harassment                          |   |    |   |    |   |    |   |     |    |    |   |    |
| Non-Sexual                          | 1 | 33 | 4 | 44 | 3 | 33 | 0 | 0   | 4  | 36 | 2 | 50 |
| Sexual                              | 0 | 0  | 2 | 22 | 0 | 0  | 0 | 0   | 0  | 0  | 2 | 50 |
| 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             | 2 | 67 | 1 | 11 | 0 | 0  | 1 | 100 | 1  | 9  | 1 | 25 |
| Reassignment                        |   |    |   |    |   |    |   |     |    |    |   |    |
| Denied                              | 0 | 0  | 0 | 0  | 0 | 0  | 0 | 0   | 0  | 0  | 0 | 0  |
| Directed                            | 0 | 0  | 1 | 11 | 0 | 0  | 0 | 0   | 1  | 9  | 0 | 0  |

|                                     |   |    |   |    |   |    |   |   |   |    |   |   |
|-------------------------------------|---|----|---|----|---|----|---|---|---|----|---|---|
| Reasonable Accommodation Disability | 0 | 0  | 1 | 11 | 1 | 11 | 0 | 0 | 2 | 18 | 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                         | 0 | 0  | 0 | 0  | 1 | 11 | 0 | 0 | 0 | 0  | 0 | 0 |
| Terms/Conditions of Employment      | 0 | 0  | 0 | 0  | 3 | 33 | 0 | 0 | 3 | 27 | 0 | 0 |
| Time and Attendance                 | 1 | 33 | 0 | 0  | 0 | 0  | 0 | 0 | 0 | 0  | 0 | 0 |
| Training                            | 2 | 67 | 0 | 0  | 0 | 0  | 0 | 0 | 1 | 9  | 0 | 0 |

Other - User Define

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data          |      |      |      |      |      | 2020Thru03-31 |
|---|---------------------------|------|------|------|------|------|---------------|
|   | Previous Fiscal Year Data |      |      |      |      |      |               |
|   | 2015                      | 2016 | 2017 | 2018 | 2019 |      |               |
| Total complaints from previous Fiscal Years                 | 1350                      | 1678 | 2016 | 2022 | 2139 | 2727 |               |
| Total Complainants  | 1255                      | 1553 | 1846 | 1825 | 1956 | 2482 |               |
| <b>Number complaints pending</b>                            |                           |      |      |      |      |      |               |
| Investigation   | 177                       | 168  | 193  | 85   | 112  | 253  |               |
| ROI issued, pending Complainant's action                    | 10                        | 11   | 25   | 22   | 32   | 40   |               |
| Hearing   | 1010                      | 1196 | 1544 | 1562 | 1466 | 1639 |               |
| Final Agency Action   | 144                       | 240  | 235  | 314  | 500  | 679  |               |
| Appeal with EEOC Office of Federal Operations               | 733                       | 702  | 801  | 971  | 1196 | 1275 |               |

| Complaint Investigations  | Comparative Data          |      |      |      |      |               |
|---|---------------------------|------|------|------|------|---------------|
|   | Previous Fiscal Year Data |      |      |      |      | 2020Thru03-31 |
|   | 2015                      | 2016 | 2017 | 2018 | 2019 |               |
| Pending Complaints Where Investigations Exceed Required Time Frames | 247                       | 191  | 206  | 164  | 128  | 115           |