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

DHS (and below)

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

			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	2020Thru03-31			
	2015	2016	2017	2018	2019	20201 III u 03-31
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 Dasis			Com	parativ	ve Data	1
Complaints by Basis	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.	2015	2016	2017	2018	2019	2020Thru03- 31
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
			Com	parativ	e Data	l
Complaints by Issue	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru03- 31
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
Disciplinary Action						
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
Harassment						
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
Reassignment						
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
Other			1	1	1	

Other

			Comp	oarative]	Data	
Processing Time		Previous	Fiscal Y	ear Data	l	2020Thru03-
	2015	2016	2017	2018	2019	31
Complaints pending during	g fiscal y	/ear				
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	g fiscal ye	ear where	hearing	was requ	ested	

	_		_		_		_		_			
Average number of days in investigation	26	50.42	28	7.81	240).16	25	2.69	271	.51	225	.58
Average number of days in final action	4	9.10	58	3.24	72	.98	66	5.84	73.	.30	74.	52
Complaint pending during	ıg fis	scal y	ear v	wher	e hea	ring	was	not r	eque	sted		
Average number of days in investigation	25	55.43	29	94.14 261.16 30				1.42	302	.95	287	.55
Average number of days in final action	11	2.46	15	9.39	187	7.76	16	7.77	270	.80	331	.28
						C	com	parat	tive I	Data		
Complaints Dismiss Agency	ed b	y		Prev	ious	Fisc	al Y	'ear I	Data		2020Tł	1ru03-
		2015 2016 2017 2018 2019							31			
Total Complaints Dismis Agency	ssed	by	95	5	63	11	1	187	9	8	50)
Average days pending pridismissal	rior t	co .	15	3	206	21	.3	274	18	37	25	9
Co	mpla	aints '	Wit	hdra	wn b	y C	omp	laina	nts			
Total Complaints Withdo Complainants	rawn	by	12	7	137	11	.6	126	14	16	69)
					C	omp	ara	tive I)ata			
Total Final Agency Actions Finding]	Prev	vious	Fisc	al Y	ear	Data			2020T	hru03-
Discrimination Discrimination	20	15	20	16	20	17	20)18	20	19	3	1
	#	%	#	%	#	%	#	%	#	%	#	%
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					C	omp	ara	tive D	ata			
Discrimination Rendered by Basis		-	Prev	ious	Fisc	al Y	ear	Data			2020T	hru03-
Note: Complaints can	20)15	20	16	20	17	2	018	20	19	3	1
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	0/0	#	%	#	%
Total Number Findings	14		16		11		8		15		10	
Race	5	36	3	19	1	9	2	25	6	40	1	10
Color	1	7	1	6	0	0	2	25	1	7	0	0
Religion	0	0	1	6	0	0	0	0	0	0	0	0
Reprisal	5	36	8	50	6	55	8	100	5	33	4	40
Sex	4	29	12	75	4	36	2	25	5	33	5	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	4	25	1	9	1	13	0	0	2	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	8	57	2	13	3	27	0	0	5	33	0	0
Disability	3	21	4	25	4	36	4	50	4	27	2	20
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	7	2	13	0	0	0	0	0	0	1	10
Findings After Hearing	11		7		2		7		4		6	
Race	4	36	2	29	1	50	2	29	1	25	1	17
Color	0	0	0	0	0	0	2	29	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal 5 45 6 86 1 50 7 100 2 50 2 33 Sex 4 36 6 86 0 0 2 29 1 25 3 50 PDA 0 <th>_</th> <th></th>	_													
PDA 0		Reprisal	5	45	6	86	1	50	7	100	2	50	2	33
National Origin		Sex	4	36	6	86	0	0	2	29	1	25	3	50
Equal Pay Act		PDA	0	0	0	0	0	0	0	0	0	0	0	0
Age 5 45 2 29 0 0 0 0 0 0 0 Disability 2 18 2 29 0 0 4 57 1 25 2 33 Genetics 0 </td <td></td> <td>National Origin</td> <td>0</td> <td>0</td> <td>3</td> <td>43</td> <td>0</td> <td>0</td> <td>1</td> <td>14</td> <td>0</td> <td>0</td> <td>2</td> <td>33</td>		National Origin	0	0	3	43	0	0	1	14	0	0	2	33
Disability 2 18 2 29 0 0 4 57 1 25 2 33		Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Genetics 0<		Age	5	45	2	29	0	0	0	0	0	0	0	0
Non-EEO 1 9 1 14 0 0 0 0 0 0 Findings Without Hearing 3 9 9 1 11 4 Race 1 33 1 11 0 0 0 5 45 0 0 Color 1 33 1 11 0 0 0 1 9 0 0 Religion 0 0 1 11 0		Disability	2	18	2	29	0	0	4	57	1	25	2	33
Findings Without Hearing 3 9 9 1 11 4 Race 1 33 1 11 0 0 0 5 45 0 0 Color 1 33 1 11 0 0 0 1 9 0 0 Religion 0 0 1 11 0 </td <td></td> <td>Genetics</td> <td>0</td>		Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Race 1 33 1 11 4 Color 1 33 1 11 0 0 0 5 45 0 0 Religion 0 0 1 11 0		Non-EEO	1	9	1	14	0	0	0	0	0	0	0	0
Race 1 33 1 11 0 0 0 5 45 0 0 Color 1 33 1 11 0 0 0 1 9 0 0 Religion 0 0 1 11 0			ı		1		1							
Color 1 33 1 11 0 0 0 1 9 0 0 Religion 0 0 1 11 0			3		9		9		1		11		4	
Religion 0 0 1 11 0	ĺ	Race	1	33	1	11	0	0	0	0	5	45	0	0
Reprisal 0 0 2 22 5 56 1 100 3 27 2 50 Sex 0 0 6 67 4 44 0 0 4 36 2 50 PDA 0		Color	1	33	1	11	0	0	0	0	1	9	0	0
Sex 0 0 6 67 4 44 0 0 4 36 2 50 PDA 0		Religion	0	0	1	11	0	0	0	0	0	0	0	0
PDA 0		Reprisal	0	0	2	22	5	56	1	100	3	27	2	50
National Origin 1 33 1 11 1 11 0 0 0 0 0 Equal Pay Act 0 <td< td=""><td></td><td>Sex</td><td>0</td><td>0</td><td>6</td><td>67</td><td>4</td><td>44</td><td>0</td><td>0</td><td>4</td><td>36</td><td>2</td><td>50</td></td<>		Sex	0	0	6	67	4	44	0	0	4	36	2	50
Equal Pay Act 0 <		PDA	0	0	0	0	0	0	0	0	0	0	0	0
Age 3 100 0 0 3 33 0 0 5 45 0 0 Disability 1 33 2 22 4 44 0 0 3 27 0 0 Genetics 0 0 0 0 0 0 0 0 0 0 0		National Origin	1	33	1	11	1	11	0	0	0	0	0	0
Disability 1 33 2 22 4 44 0 0 3 27 0 0 Genetics 0		Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Genetics 0 0 0 0 0 0 0 0 0 0 0 0		Age	3	100	0	0	3	33	0	0	5	45	0	0
		Disability	1	33	2	22	4	44	0	0	3	27	0	0
Non-FFO 0 0 1 11 0 0 0 0 0 1 25		Genetics	0	0	0	0	0	0	0	0	0	0	0	0
		Non-EEO	0	0	1	11	0	0	0	0	0	0	1	25

				(Comp	ara	tive D	ata			
		Pre	viou	s Fis	cal Y	ear	Data			2020T	hru03-
20	15	20	16	20)17	2	018	20	19	3	31
#	%	#	%	#	%	#	%	#	%	#	%
14		16		11		8		15		10	
0	0	1	6	0	0	0	0	1	7	1	10
2	14	2	13	3	27	0	0	1	7	2	20
0	0	1	6	0	0	0	0	1	7	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
1	7	1	6	0	0	0	0	0	0	0	0
1	7	0	0	0	0	0	0	1	7	1	10
0	0	0	0	0	0	1	13	2	13	0	0
0	0	1	6	0	0	0	0	0	0	0	0
1	7	0	0	0	0	1	13	2	13	1	10
0	0	0	0	1	9	0	0	0	0	0	0
7	50	8	50	3	27	3	38	6	40	4	40
1	7	4	25	0	0	1	13	0	0	2	20
0	0	0	0	0	0	1	13	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
4	29	4	25	2	18	1	13	2	13	3	30
	# 14 0 0 2 0 0 0 1 1 0 0 1 0 0 0 0 0 0 0 0 0	14 0 0 2 14 0 0 0 0 1 7 0 0 1 7 0 0 1 7 0 0 1 7 0 0 0 0 0 0	2015 20 # % # 14 16 0 0 1 2 14 2 0 0 1 0 0 0 1 7 1 1 7 0 0 0 1 1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2015 2016 # % # % 14 16 0 0 1 6 2 14 2 13 0 0 1 6 0 0 0 0 1 7 1 6 1 7 0 0 0 0 1 6 1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 7 50 8 50 1 7 4 25 0 0 0 0 0 0 0 0	Previous Fis 2015 2016 20 # % # % # 14 16 11 11 0 0 1 6 0 2 14 2 13 3 0 0 1 6 0 0 0 0 0 0 1 7 1 6 0 1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 7 0 0 0 0 0 0 0 0 0 0 0 1 0	Previous Fiscal Your 2015	Previous Fiscal Year 2015 2016 2017 2 # % # % # % # 14 16 11 8 0 0 1 6 0 0 0 2 14 2 13 3 27 0 0 0 1 6 0 0 0 0 0 0 0 0 0 0 0	Previous Fiscal Year Data 2015 2016 2017 2018	2015 2016 2017 2018 20 # % # % # % # % # 14 16 11 8 15 0 0 1 6 0 0 0 0 1 2 14 2 13 3 27 0 0 1 0 0 1 6 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 7 1 6 0	Previous Fiscal Year Data 2015 2016 2017 2018 2019 # % # % # % # % 14 16 11 8 15 15 0 0 1 6 0 0 0 1 7 2 14 2 13 3 27 0 0 1 7 0 0 1 6 0 0 0 0 1 7 0 0 0 0 0 0 0 0 0 0 0 0	Previous Fiscal Year Data 2019 2015 2016 2017 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019 2018 2019

Denied	0	0	0	0	0	0	1	13	0	0	0	0
Directed	1	7	1	6	0	0	1	13	1	7	1	10
Reasonable Accommodation Disability	1	7	2	13	1	9	0	0	2	13	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	14	0	0	1	9	0	0	1	7	0	0
Terms/Conditions of Employment	3	21	1	6	3	27	1	13	3	20	1	10
Time and Attendance	1	7	1	6	0	0	0	0	1	7	0	0
Training	2	14	0	0	0	0	0	0	1	7	0	0
Other - User Define												
Findings After Hearing	11		7		2		7		4		6	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	17
Assignment of Duties	2	18	1	14	0	0	0	0	1	25	2	33
Awards	0	0	1	14	0	0	0	0	1	25	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	9	1	14	0	0	0	0	0	0	0	0
Suspension	1	9	0	0	0	0	0	0	0	0	1	17

Removal	0	0	0	0	0	0	1	14	1	25	0	0
Duty Hours	0	0	1	14	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	9	0	0	0	0	1	14	0	0	1	17
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	6	55	4	57	0	0	3	43	2	50	2	33
Sexual	1	9	2	29	0	0	1	14	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	14	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	18	3	43	2	100	0	0	1	25	2	33
Reassignment	1	1	I		I	1	ı		I	I	ı	ı
Denied	0	0	0	0	0	0	1	14	0	0	0	0
Directed	1	9	0	0	0	0	1	14	0	0	1	17
Reasonable Accommodation Disability	1	9	1	14	0	0	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	18	0	0	0	0	0	0	1	25	0	0
Terms/Conditions of Employment	3	27	1	14	0	0	1	14	0	0	1	17
Time and Attendance	0	0	1	14	0	0	0	0	1	25	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
Findings Without Hearing	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

	Comparative Data								
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	2020Thru03-						
,	2015	2016	2017	2018	2019	31			
Total complaints from previous Fiscal Years	1350	1678	2016	2022	2139	2727			
Total Complainants	1255	1553	1846	1825	1956	2482			
Number complaints pending									
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			

	Comparative Data						
Complaint Investigations	Pro	evious]	2020Thru03-				
	2015	2016	2017	2018	2019	31	
Pending Complaints Where Investigations Exceed Required Time Frames	247	191	206	164	128	115	