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

## DHS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

			Cor	nparati	ve Data	1	
Complaint Activity	Pr	evious	Fiscal Y	ıta	2020Thru06-30		
	2015	2016	2017	2018	2019	2020 I II TUUO-30	
Number of Complaints Filed	1289	1349	1275	1504	1300	1031	
Number of Complainants	1244	1301	1227	1447	1261	996	
Repeat Filers	40	42	38	52	35	32	

Complaints by Dasis	Comparative Data											
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	2020Thru06- 30						
Race	448	450	464	545	466	387						
Color	178	167	194	201	162	151						
Religion	65	66	61	68	55	43						
Reprisal	607	685	645	768	669	569						
Sex	467	481	465	526	471	411						
PDA	23	23	13	19	17	13						

Equal Pay Act   8   4   11   6   3     Age   411   407   390   409   382   3     Disability   330   348   337   416   411   3     Genetics   5   8   4   6   4     Non-EEO   89   80   103   90   69     Comparative Data     Complaints by Issue   Previous Fiscal Year Data     Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.   2015   2016   2017   2018   2019	177 4 337 325 5 66 Thru06- 30
Age       411       407       390       409       382       3         Disability       330       348       337       416       411       3         Genetics       5       8       4       6       4         Non-EEO       89       80       103       90       69         Comparative Data         Previous Fiscal Year Data         Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.       2015       2016       2017       2018       2019	337 325 5 66 <b>Thru06</b> -
Disability  330 348 337 416 411  Genetics  5 8 4 6 4  Non-EEO  89 80 103 90 69  Comparative Data  Previous Fiscal Year Data  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  2015 2016 2017 2018 2019	325 5 66 <b>Thru06</b> -
Genetics 5 8 4 6 4  Non-EEO 89 80 103 90 69  Comparative Data  Previous Fiscal Year Data  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  2015 2016 2017 2018 2019	5 66 <b>Thru06-</b>
Non-EEO  89 80 103 90 69  Comparative Data  Previous Fiscal Year Data  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  2015 2016 2017 2018 2019	66 <b>Thru06</b> -
Comparative Data  Complaints by Issue  Previous Fiscal Year Data  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  2015 2016 2017 2018 2019	Thru06-
Complaints by Issue  Previous Fiscal Year Data  Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  2015 2016 2017 2018 2019	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  Previous Fiscal Year Data  20207	
alleging multiple bases. The sum of the bases may not equal total complaints filed.  2015 2016 2017 2018 2019	
Appointment/Hire         85         86         87         98         94	90
Assignment of Duties   143   132   139   224   140	152
Awards 20 20 24 20 21	20
Conversion to Full Time/Perm 0 3 1 0 0	0
Disciplinary Action	
Demotion 9 11 12 16 11	10
Reprimand 65 42 79 81 60	47
Suspension         74         79         88         87         63	54
Removal 56 56 36 40 38	19
Duty Hours         29         41         23         28         21	18
Perf. Eval./ Appraisal         145         115         150         137	105
Examination/Test         6         15         7         27         14	8
Harassment	
Non-Sexual 513 594 527 645 618	545
Sexual 35 38 46 70 47	42

Medical Examination	22	27	16	33	36	22
Pay including overtime	53	43	62	44	49	49
Promotion/Non-Selection	230	302	288	240	218	157
Reassignment				-		
Denied	30	34	34	32	22	18
Directed	35	44	53	56	42	33
Reasonable Accommodation Disability	84	89	100	114	130	100
Reinstatement	6	5	3	7	2	2
Religious Accommodation	0	11	10	12	7	8
Retirement	6	4	5	3	8	8
Sex-Stereotyping	0	2	1	1	0	153
Telework	0	20	20	21	12	24
Termination	88	85	113	155	129	104
Terms/Conditions of Employment	105	117	173	235	172	101
Time and Attendance	72	80	98	105	103	73
Training	28	44	55	40	42	31
Other				1		

## Other

			Data			
<b>Processing Time</b>		Previous	Fiscal Y	ear Data	ı	2020Thru06-
	2015	2016	2017	2018	2019	30
Complaints pending during	g fiscal ye	ear				
Average number of days in investigation	257.44	293.53	248.21	274.04	286.32	238.84
Average number of days in final action	77.07	104.47	137.42	108.31	124.96	152.58
Complaint pending during	fiscal year	ar where	hearing v	vas reque	sted	

Average number of days in investigation	1 2	58.71	28	4.51	237	7.05	24	17.87	27	2.03	219	.04
Average number of days in final action	2	16.53	57.32 70.40 68		8.06 73.6		3.65	78.	67			
Complaint pending duri	ng fis	scal ye	ar w	here	hear	ing v	vas	not 1	eque	ested		
Average number of days in investigation	n 2	255.26 297.65 264.53 308.53 301.97							1.97	266	5.67	
Average number of days in final action	1	12.82	15	9.83	188	3.34	.34 167.36			1.78	326	.80
		Comparative Dat								Data		
Complaints Dismiss Agency	sed b	y		Prev	ious	Fisc	al Y	Year	Dat	a	2020Ti	1ru06-
8 1			201	15 2	2016	20	17	201	8 2	019	30	)
Total Complaints Dismi Agency	ssed	by	90	5	63	11	1	188	3	98	82	2
Average days pending p dismissal	rior 1	CO .	15	3	206	206 21		271		187	29	7
Co	mpl	aints \	Witl	thdrawn by Complainants								
Total Complaints Withd Complainants	rawr	by	12	0	121	11	1	120	)	140	10	7
					Co	mp	ara	tive l	Data			
Total Final Agency		P	rev	ious	Fisca	al Ye	ear	Data	1		2020T	hru06-
Actions Finding Discrimination	20	)15	20	16	20	17	20	)18	20	019	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	14		18		14		9		15		27	
Without Hearing	0	0	11	61	12	86	4	44	15	100	11	41
With Hearing	14	100	7	39	2	14	5	56	0	0	16	59

Findings of												
Discrimination Rendered by Basis			Prev	ious	Fisc	al Y	ear	Data			2020T	hru06-
Note: Complaints can	20	)15	20	16	20	17	2	018	2019		30	
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	0/0	#	%	#	%
Total Number Findings	14		16		12		6		15		25	
Race	5	36	3	19	2	17	1	17	6	40	6	24
Color	1	7	1	6	0	0	1	17	1	7	1	4
Religion	0	0	1	6	0	0	0	0	0	0	0	0
Reprisal	5	36	8	50	7	58	6	100	5	33	10	40
Sex	4	29	12	75	4	33	2	33	5	33	7	28
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	7	4	25	1	8	0	0	0	0	5	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	8	57	2	13	3	25	0	0	5	33	7	28
Disability	3	21	4	25	4	33	2	33	4	27	10	40
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	3	12
			·	·						·		
Findings After Hearing	11		7		2		5		4		16	
Race	4	36	2	29	1	50	1	20	1	25	4	25
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	5	45	6	86	1	50	5	100	2	50	8	50
Sex	4	36	6	86	0	0	2	40	1	25	5	31
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	3	43	0	0	0	0	0	0	5	31
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	5	45	2	29	0	0	0	0	0	0	6	38
Disability	2	18	2	29	0	0	2	40	1	25	8	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	9	1	14	0	0	0	0	0	0	1	6
	-	1					1		1			
Findings Without Hearing	3		9		10		1		11		9	
Race	1	33	1	11	1	10	0	0	5	45	2	22
Color	1	33	1	11	0	0	0	0	1	9	1	11
Religion	0	0	1	11	0	0	0	0	0	0	0	0
Reprisal	0	0	2	22	6	60	1	100	3	27	2	22
Sex	0	0	6	67	4	40	0	0	4	36	2	22
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	33	1	11	1	10	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	100	0	0	3	30	0	0	5	45	1	11
Disability	1	33	2	22	4	40	0	0	3	27	2	22
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	2	22

	Comparative Data												
Findings of			Pre	viou	s Fis	cal Y	ear	Data			2020T	hru06-	
Discrimination Rendered by Issue	20	15	20	16	20	)17	2	018	2019		30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	14		16		12		6		15		24		
Appointment/Hire	0	0	1	6	0	0	0	0	1	7	2	8	
Assignment of Duties	2	14	2	13	3	25	0	0	1	7	3	13	
Awards	0	0	1	6	0	0	0	0	1	7	1	4	
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	4	
Removal	0	0	0	0	0	0	1	17	2	13	1	4	
Duty Hours	0	0	1	6	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	1	7	0	0	0	0	1	17	2	13	3	13	
Examination/Test	0	0	0	0	1	8	0	0	0	0	0	0	
Harassment											1		
Non-Sexual	7	50	8	50	4	33	2	33	6	40	11	46	
Sexual	1	7	4	25	0	0	1	17	0	0	4	17	
Medical Examination	0	0	0	0	0	0	1	17	0	0	1	4	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non- Selection	4	29	4	25	2	17	1	17	2	13	3	13	

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	7	1	6	0	0	0	0	1	7	3	13
Reasonable Accommodation Disability	1	7	2	13	1	8	0	0	2	13	2	8
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	3	13
Telework	0	0	0	0	0	0	0	0	0	0	1	4
Termination	2	14	0	0	1	8	0	0	1	7	0	0
Terms/Conditions of Employment	3	21	1	6	3	25	1	17	3	20	2	8
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		5		4		15	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	2	13
Assignment of Duties	2	18	1	14	0	0	0	0	1	25	3	20
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	id.											
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
			1				1					

Removal	0	0	0	0	0	0	1	20	1	25	1	7
Duty Hours	0	0	1	14	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	9	0	0	0	0	1	20	0	0	3	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	6	55	4	57	0	0	2	40	2	50	8	53
Sexual	1	9	2	29	0	0	1	20	0	0	1	7
Medical Examination	0	0	0	0	0	0	1	20	0	0	1	7
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	13
Reassignment								ı			ı	1
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	9	0	0	0	0	0	0	0	0	2	13
Reasonable Accommodation Disability	1	9	1	14	0	0	0	0	0	0	1	7
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	3	20
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	20	0	0	2	13
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		10		1		11		9	
Appointment/Hire	0	0	1	11	0	0	0	0	1	9	0	0
Assignment of Duties	0	0	1	11	3	30	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	11
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	10	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	4	44	4	40	0	0	4	36	3	33
Sexual	0	0	2	22	0	0	0	0	0	0	3	33
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	11
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	1	11

Reasonable Accommodation Disability	0	0	1	11	1	10	0	0	2	18	1	11
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	1	11
Termination	0	0	0	0	1	10	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	3	30	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 ]	2020Thru06-					
,	2015	2016	2017	2018	2019	30		
Total complaints from previous Fiscal Years	1419	1760	2083	2092	2169	2387		
Total Complainants	1328	1635	1914	1892	1984	2184		
Number complaints pending								
Investigation	199	210	214	90	114	133		
ROI issued, pending Complainant's action	9	11	28	24	32	22		
Hearing	1061	1237	1590	1597	1488	1523		
Final Agency Action	147	252	215	308	500	646		
Appeal with EEOC Office of Federal Operations	369	751	818	978	1187	1310		

	Comparative Data							
Complaint Investigations	Pre	evious	2020Thru06-					
	2015	2016	2017	2018	2019	30		
Pending Complaints Where Investigations Exceed Required Time Frames	287	236	228	169	136	96		