

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

DHS (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	1289	1349	1275	1504	1300	1276
Number of Complainants	1244	1301	1227	1447	1261	1216
Repeat Filers	40	42	38	52	35	48
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<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	448	450	464	545	466	497
Color	178	167	194	201	162	202
Religion	65	66	61	68	55	58
Reprisal	607	685	645	768	669	710
Sex	467	481	465	526	471	496
PDA	23	23	13	19	17	15

National Origin	195	222	207	264	183	228
Equal Pay Act	8	4	11	6	3	4
Age	411	407	390	409	382	424
Disability	330	348	337	416	411	413
Genetics	5	8	4	6	4	6
Non-EEO	89	80	103	90	69	91
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<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	
Appointment/Hire	85	86	87	98	94	110
Assignment of Duties	143	132	139	224	140	187
Awards	20	20	24	20	21	24
Conversion to Full Time/Perm Status	0	3	1	0	0	0
Disciplinary Action						
Demotion	9	11	12	16	11	12
Reprimand	65	42	79	81	60	65
Suspension	74	79	88	87	63	67
Removal	56	56	36	40	38	26
Duty Hours	29	41	23	28	21	23
Perf. Eval./ Appraisal	145	115	150	150	137	130
Examination/Test	6	15	7	27	14	11
Harassment						
Non-Sexual	513	594	527	645	618	690
Sexual	35	38	46	70	47	52

Medical Examination	22	27	16	33	36	27
Pay including overtime	53	43	62	44	49	55
Promotion/Non-Selection	230	302	288	240	218	199
Reassignment						
Denied	30	34	34	32	22	23
Directed	35	44	53	56	42	38
Reasonable Accommodation Disability	84	89	100	114	130	122
Reinstatement	6	5	3	7	2	2
Religious Accommodation	0	11	10	12	7	10
Retirement	6	4	5	3	8	9
Sex-Stereotyping	0	2	1	1	0	1
Telework	0	20	20	21	12	29
Termination	88	85	113	155	129	135
Terms/Conditions of Employment	105	117	173	235	172	127
Time and Attendance	72	80	98	105	103	96
Training	28	44	55	40	42	40
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	257.44	293.53	248.21	274.04	286.32	239.84
Average number of days in final action	77.07	104.47	137.42	108.31	124.96	160.91
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	258.71	284.51	237.05	247.87	272.03	224.82						
Average number of days in final action	46.53	57.32	70.40	68.06	73.65	89.13						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	255.26	297.65	264.53	308.53	301.97	264.85						
Average number of days in final action	112.82	159.83	188.34	167.36	271.78	328.82						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	96	63	111	188	98						110	
Average days pending prior to dismissal	153	206	213	271	187						296	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	120	121	111	120	140						133	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	14		18		14		9		15		44	
Without Hearing	0	0	11	61	12	86	4	44	15	100	20	45
With Hearing	14	100	7	39	2	14	5	56	0	0	24	55

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2020Thru09-30	
	2015		2016		2017		2018		2019		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	14		16		12		6		15		44	
Appointment/Hire	0	0	1	6	0	0	0	0	1	7	3	7
Assignment of Duties	2	14	2	13	3	25	0	0	1	7	4	10
Awards	0	0	1	6	0	0	0	0	1	7	2	5
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	1	2
Suspension	1	7	0	0	0	0	0	0	1	7	1	2
Removal	0	0	0	0	0	0	1	17	2	13	1	2
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	8	19
Examination/Test	0	0	0	0	1	8	0	0	0	0	0	0
Harassment												
Non-Sexual	7	50	8	50	4	33	2	33	6	40	19	45
Sexual	1	7	4	25	0	0	1	17	0	0	5	12
Medical Examination	0	0	0	0	0	0	1	17	0	0	2	5
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	9	21
Reassignment												

Other - User Define												
Findings Without Hearing	3		9		10		1		11		18	
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	1	6
Awards	0	0	0	0	0	0	0	0	0	0	1	6
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	1	6
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	3	17
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	7	39
Sexual	0	0	2	22	0	0	0	0	0	0	4	22
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	6
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	5	28
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	2	11

Reasonable Accommodation Disability	0	0	1	11	1	10	0	0	2	18	1	6
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	6
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	2	11
Time and Attendance	1	33	0	0	0	0	0	0	0	0	1	6
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						2020Thru09-30
	Previous Fiscal Year Data						
	2015	2016	2017	2018	2019		
Total complaints from previous Fiscal Years	1419	1760	2083	2092	2169	2045	
Total Complainants	1328	1635	1914	1892	1984	1885	
Number complaints pending							
Investigation	199	210	214	90	114	88	
ROI issued, pending Complainant's action	9	11	28	24	32	10	
Hearing	1061	1237	1590	1597	1488	1302	
Final Agency Action	147	252	215	308	500	596	
Appeal with EEOC Office of Federal Operations	369	751	818	978	1187	1364	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	287	236	228	169	136	120