

# Equal Employment Opportunity Data Posted

## Pursuant to the No Fear Act: Department of Homeland Security

**For 1st Quarter 2017 for period ending  
December 31, 2016**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	1212	1213	1224	1276	1337	293
Number of Complainants	1169	1159	1187	1229	1291	286
Repeat Filers	38	50	31	42	40	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	2017Thru12-31
Race	413	456	382	453	457	106
Color	147	156	137	179	173	43
Religion	53	58	64	65	64	21
Reprisal	562	586	580	607	709	146
Sex	451	458	438	464	474	101
PDA	7	8	7	23	23	3

National Origin	223	193	191	193	219	67
Equal Pay Act	2	3	12	8	4	4
Age	402	426	381	413	419	92
Disability	288	275	311	331	355	72
Genetics	2	6	6	5	8	2
Non-EEO	72	80	89	84	76	25
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	67	68	60	85	85	13
Assignment of Duties	104	99	117	144	139	24
Awards	20	21	15	21	24	2
Conversion to Full Time/Perm Status	1	1	2	0	3	1
<b>Disciplinary Action</b>						
Demotion	18	8	9	7	12	2
Reprimand	73	77	57	69	52	5
Suspension	66	64	64	76	87	15
Removal	34	24	41	55	55	7
Other	22	28	61	60	72	23
Duty Hours	17	21	20	29	42	9
Perf. Eval./ Appraisal	94	82	81	141	132	20
Examination/Test	4	10	10	6	16	2
<b>Harassment</b>						
Non-Sexual	474	499	512	513	604	123

Sexual	36	46	39	34	39	7
Medical Examination	12	8	13	22	30	2
Pay including overtime	26	34	47	54	49	14
Promotion/Non-Selection	262	273	171	232	305	67
<b>Reassignment</b>						
Denied	25	30	23	30	35	7
Directed	40	34	47	35	46	7
Reasonable Accommodation Disability	65	59	69	85	96	15
Reinstatement	11	3	3	6	5	1
Religious Accommodation	0	0	0	0	11	3
Retirement	9	3	3	6	4	1
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	0	20	4
Termination	86	103	94	90	85	25
Terms/Conditions of Employment	120	106	113	109	125	23
Time and Attendance	56	46	51	74	86	12
Training	36	31	24	29	48	11
<b>Other</b>						
Workforce transformation	17	3	1	0	0	0
User Defined - Other 2	3	19	30	36	66	17
User Defined - Other 3	1	2	5	5	11	3
User Defined - Other 4	0	0	0	2	4	1

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	232.84	238.11	262.25	259.94	294.39	251.26
Average number of days in final action	86.93	104.71	72.59	77.63	104.70	156.58
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	230.83	233.37	255.43	260.65	284.31	250.50
Average number of days in final action	53.46	53.57	38.68	45.36	56.68	68.67
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	237.04	248.93	273.58	259.77	300.65	250.88
Average number of days in final action	137.21	167.01	119.05	114.76	165.11	228.87
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	155	124	123	90	59	19
Average days pending prior to dismissal	130	106	142	158	216	238
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	139	102	109	123	125	25





Age	0	0	0	0	4	24	3	100	0	0	0	0
Disability	0	0	5	36	4	24	1	33	2	22	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	6	0	0	1	11	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru12-31</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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>
<b>Total Number Findings</b>	8		19		25		14		16		0	
Appointment/Hire	0	0	1	5	2	8	0	0	1	6	0	0
Assignment of Duties	1	13	1	5	2	8	2	14	2	13	0	0
Awards	0	0	0	0	0	0	0	0	1	6	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	2	11	0	0	1	7	1	6	0	0
Suspension	0	0	1	5	2	8	1	7	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	4	0	0	1	6	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	6	0	0
Perf. Eval./ Appraisal	1	13	1	5	1	4	1	7	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	2	25	9	47	11	44	7	50	8	50	0	0
Sexual	0	0	1	5	3	12	1	7	4	25	0	0





<b>Findings After Hearing</b>	7		5		8		11		7		0	
Appointment/Hire	0	0	0	0	1	13	0	0	0	0	0	0
Assignment of Duties	1	14	0	0	1	13	2	18	1	14	0	0
Awards	0	0	0	0	0	0	0	0	1	14	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	20	0	0	1	9	1	14	0	0
Suspension	0	0	1	20	1	13	1	9	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	13	0	0	1	14	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	14	0	0
Perf. Eval./ Appraisal	1	14	0	0	0	0	1	9	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	1	14	1	20	3	38	6	55	4	57	0	0
Sexual	0	0	1	20	1	13	1	9	2	29	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	14	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	43	0	0	1	13	2	18	3	43	0	0
<b>Reassignment</b>												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	2	40	0	0	1	9	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	1	7	2	12	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	14	2	12	0	0	0	0	0	0
Time and Attendance	0	0	1	7	0	0	1	33	0	0	0	0
Training	0	0	0	0	0	0	2	67	0	0	0	0
Other - User Define												
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	1	7	1	6	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>						
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>							
Total complaints from previous Fiscal Years	932	932	1106	1373	1740	2707						
Total Complainants	851	875	1038	1284	1617	2484						
<b>Number complaints pending</b>												
Investigation	90	113	101	191	209	727						
ROI issued, pending Complainant's action	6	12	8	9	11	72						
Hearing	665	702	900	1033	1232	1559						
Final Agency Action	155	107	100	146	246	276						
Appeal with EEOC Office of Federal Operations	472	612	738	739	720	747						

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru12-31</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	186	207	157	266	232	243