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

				Co	mpa	rativ	e Data	l
Complaint Activity		Previo	ous Fi	scal `	Yea	r Data	ı	2017Thru12-31
	201	2 20	13 2	2014	20	15 2	2016	20171111112-51
Number of Complaints Filed	121	2 12	13 1	224	12	76	337	293
Number of Complainants	116	59 11	59 1	187	12	29	291	286
Repeat Filers	38	5	0	31	4	2	40	2
				(Com	parat	ive Da	ata
Complaints by Basis		Pr	eviou	s Fis	cal Y	Year l	Data	
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal toto complaints filed.		2012	201	3 20)14	2015	201	6 2017Thru12- 31
Race		413	456	3	82	453	457	7 106
Color		147	156	1	37	179	173	3 43
Religion		53	58	6	54	65	64	- 21
Reprisal		562	586	5	80	607	709	9 146
Sex		451	458	4	38	464	474	4 101
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

			Com	parativ	ve Data	l
Complaints by Issue	Pr	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.	2012	2013	2014	2015	2016	2017Thru12- 31
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
Disciplinary Action						
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
Harassment						
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
Reassignment						
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
Other						
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

				C	omp	oara	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	ear	. Data		2017Thru12
	2012	2013	;	201	14	2	015	2016	31
Complaints pending durin	g fiscal y	ear		-					- -
Average number of days in investigation	232.84	238.1	1	262	.25	25	59.94	294.39	251.26
Average number of days in final action	86.93	104.7	1	72.	59	7	7.63	104.70	156.58
Complaint pending during	fiscal ye	ar whe	re l	heari	ng v	vas	reques	sted	1
Average number of days in investigation	230.83	233.3	7	255	.43	26	60.65	284.31	250.50
Average number of days in final action	53.46	53.57	7	38.	68	4	5.36	56.68	68.67
Complaint pending during	fiscal ye	ar whe	re l	heari	ng v	vas	not ree	quested	1
Average number of days in investigation	237.04	248.9	3	273	.58	25	59.77	300.65	250.88
Average number of days in final action	137.21	167.0	1	119	.05	11	4.76	165.11	228.87
					С	om	parati	ive Data	
Complaints Dismisse Agency	d by	Pro	evi	ous l	Fisca	al Y	lear D	ata	2017Thru12
0 V		2012	2	013	201	14	2015	2016	31
Total Complaints Dismiss Agency	ed by	155	1	24	12	3	90	59	19
Average days pending prid dismissal	or to	130	1	06	14	2	158	216	238
Con	plaints V	Withdr	av	vn by	v Co	mp	olainar	nts	
Total Complaints Withdra Complainants	wn by	139	1	02	10	9	123	125	25

						(Com	para	tive I	Data			
Total Final Agency				Pre	viou	s Fis	cal Y	lear	Data			2017	Thru12-
Actions Finding Discrimination		2012	2	20	013	2	014	20)15	20	16		31
	#	<u>+</u>	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1:	5		28		28		21		18		1	
Without Hearing	8		53	23	82	20	71	10	48	11	61	1	100
With Hearing	7	. 2	47	5	18	8	29	11	52	7	39	0	0
Findings of						(Comp	parat	ive D	ata			
Discrimination Rendered by Basis				Pre	viou	s Fis	cal Y	ear	Data			2017	Thru12-
Note: Complaints can	2012 2013				13	20	14	20)15	20	16	-	31
be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	, D	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8			19		25		14		16		0	
Race	0	0		4	21	5	20	5	36	3	19	0	0
Color	1	13	3	1	5	1	4	1	7	1	6	0	0
Religion	0	0		0	0	0	0	0	0	1	6	0	0
Reprisal	4	5()	10	53	11	44	5	36	8	50	0	0
Sex	3	38	3	7	37	11	44	4	29	12	75	0	0
PDA	0	0		0	0	0	0	0	0	0	0	0	0
National Origin	1	13	3	2	11	4	16	1	7	4	25	0	0
Equal Pay Act	0	0		0	0	0	0	0	0	0	0	0	0
Age	2	25	5	1	5	5	20	8	57	2	13	0	0
Disability	1	13	3	6	32	9	36	3	21	4	25	0	0
Genetics	0	0		0	0	0	0	0	0	0	0	0	0

Non-EEO	1	13	0	0	1	4	1	7	2	13	0	0
Findings After Hearing	7		5		8		11		7		0	
Race	0	0	1	20	1	13	4	36	2	29	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	57	4	80	3	38	5	45	6	86	0	0
Sex	3	43	2	40	1	13	4	36	6	86	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	20	1	13	0	0	3	43	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	1	20	1	13	5	45	2	29	0	0
Disability	1	14	1	20	5	63	2	18	2	29	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	14	0	0	0	0	1	9	1	14	0	0
Findings Without Hearing	1		14		17		3		9		0	
Race	0	0	3	21	4	24	1	33	1	11	0	0
Color	1	100	1	7	1	6	1	33	1	11	0	0
Religion	0	0	0	0	0	0	0	0	1	11	0	0
Reprisal	0	0	6	43	8	47	0	0	2	22	0	0
Sex	0	0	5	36	10	59	0	0	6	67	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	1	7	3	18	1	33	1	11	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

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
					(Comj	para	tive I	Data		<u> </u>	
Findings of			Pre	viou	s Fis	cal Y	ear	Data			2017	Chru12-
Discrimination Rendered by Issue	2	012	20)13	2	014	20)15	20	16	-	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
Disciplinary Action												
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
Harassment			4	4				4				
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

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	13	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	3	38	1	5	5	20	4	29	4	25	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	2	11	3	12	1	7	1	6	0	0
Reasonable Accommodation Disability	1	13	2	11	1	4	1	7	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	1	13	1	5	4	16	2	14	0	0	0	0
Terms/Conditions of Employment	0	0	3	16	2	8	3	21	1	6	0	0
Time and Attendance	0	0	1	5	1	4	1	7	1	6	0	0
Training	0	0	0	0	0	0	2	14	0	0	0	0
Other - User Define												
Workforce transformation	1	13	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	1	5	1	4	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

Findings After Hearing	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
Disciplinary Action												
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
Harassment												
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
Reassignment	-											
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

Reasonable Accommodation Disability	1	14	1	20	0	0	1	9	1	14	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	1	14	0	0	2	25	2	18	0	0	0	0
Terms/Conditions of Employment	0	0	1	20	0	0	3	27	1	14	0	0
Time and Attendance	0	0	0	0	1	13	0	0	1	14	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define					<u>.</u>							-
Workforce transformation	1	14	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	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
		1	1	1	1	1	1	1	1	1		1
Findings Without Hearing	1		14		17		3		9		0	
Appointment/Hire	0	0	1	7	1	6	0	0	1	11	0	0
Assignment of Duties	0	0	1	7	1	6	0	0	1	11	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0

Conversion to Full	0	0	0	0	0	0	0	0	0	0	0	0
Time/Perm Status												
Disciplinary Action		1				1		1		1		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	1	7	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	6	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	1	7	1	6	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	8	57	8	47	1	33	4	44	0	0
Sexual	0	0	0	0	2	12	0	0	2	22	0	0
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	0	0	1	7	4	24	2	67	1	11	0	0
Reassignment				1								
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	3	18	0	0	1	11	0	0
Reasonable Accommodation Disability	0	0	1	7	1	6	0	0	1	11	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	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							<u> </u>					
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
		·				(Com	parat	ive]	Data		
Pending Complaints Filed in Previous Fiscal Years by Status				Previous Fiscal Year Data 2017Thru12								Thru12-
	by b	uuus	20	12 2013 2014 2015 201)16	21			
Total complaints from previous Fiscal Years				14	2013	20	14					51
1 1	revio	ous	93	32	2013 932		06	1373	1'	740	2	707
1 1	revic	pus	_			11		1373 1284		740 517		
Fiscal Years			_	32	932	11	06					707
Fiscal Years Total Complainants			8:	32	932	11	06		10		2	707
Fiscal Years Total Complainants Number complaints pe	endin		8:	32	932 875	11	06	1284	2	517	2	707 484
Fiscal Years Total Complainants Number complaints pe Investigation ROI issued, pending	endin		9	32 51 0	932 875 113		06 038 01	1284 191	2	517 09	7	707 484 727
Fiscal Years Total Complainants Number complaints pe Investigation ROI issued, pending Complainant's action	e ndin g n		9	32 51 00 5	93287511312		06 038 01 8	1284 191 9	1 (2 12	517 09 11	7	707 484 727 72

	Comparative Data							
Complaint Investigations	Pro	evious	2017Thru12-					
	2012	2013	2014	2015	2016	31		
Pending Complaints Where Investigations Exceed Required Time Frames	186	207	157	266	232	243		