Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act: Department of Homeland Security

For 2nd Quarter 2017 for period ending March 31, 2017

				Co	mpa	rativ	e Dat	a	
Complaint Activity		Previo	ous Fi	scal `	Yea	r Dat	a	2	017Thru03-31
	201	2 20	13 2	2014	20	15	2016	4	01711111005-51
Number of Complaints Filed	121	2 12	13 1	224	12	.76	1343		615
Number of Complainants	116	59 11:	59 1	187	12	29	1295		597
Repeat Filers	38	5	0	31	4	-2	41		13
				(Com	para	tive D	ata	l
Complaints by Basis		Pr	eviou	s Fis	cal Y	Year	Data		
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.		2012	201	3 2()14	201	5 20	16	2017Thru03- 31
Race		413	456	3	82	453	46	50	213
Color		147	156	1	37	179	17	'4	90
Religion		53	58	(54	65	64	4	33
Reprisal		562	586	5	80	607	71	6	301
Sex		451	458	4	38	464	47	5	209
PDA		7	8		7	23	23	3	5

National Origin	223	193	191	193	220	117
Equal Pay Act	2	3	12	8	4	5
Age	402	426	381	413	422	187
Disability	288	275	311	331	356	153
Genetics	2	6	6	5	9	2
Non-EEO	72	80	89	84	77	45

			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	2017Thru03- 31
Appointment/Hire	67	68	60	85	88	35
Assignment of Duties	104	99	117	144	141	41
Awards	20	21	15	21	25	9
Conversion to Full Time/Perm Status	1	1	2	0	3	1
Disciplinary Action						
Demotion	18	8	9	7	12	5
Reprimand	73	77	57	69	55	17
Suspension	66	64	64	76	89	31
Removal	34	24	41	55	55	18
Other	22	28	61	60	72	44
Duty Hours	17	21	20	29	42	14
Perf. Eval./ Appraisal	94	82	81	141	137	67
Examination/Test	4	10	10	6	16	5
Harassment						
Non-Sexual	474	499	512	513	609	234

Sexual	36	46	39	34	38	14
Medical Examination	12	8	13	22	30	4
Pay including overtime	26	34	47	54	49	30
Promotion/Non-Selection	262	273	171	232	307	145
Reassignment						
Denied	25	30	23	30	37	11
Directed	40	34	47	35	46	25
Reasonable Accommodation Disability	65	59	69	85	96	33
Reinstatement	11	3	3	6	5	2
Religious Accommodation	0	0	0	0	11	6
Retirement	9	3	3	6	4	3
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	0	20	12
Termination	86	103	94	90	89	49
Terms/Conditions of Employment	120	106	113	109	128	45
Time and Attendance	56	46	51	74	87	30
Training	36	31	24	29	48	21
Other						
Workforce transformation	17	3	1	0	0	0
User Defined - Other 2	3	19	30	36	66	30
User Defined - Other 3	1	2	5	5	11	6
User Defined - Other 4	0	0	0	2	4	3

				C	omp	oara	ative I	Data	
Processing Time		Previo	us	Fisc	al Y	ear	. Data		2017Thru03
	2012	2013	;	201	14	2	015	2016	31
Complaints pending durin	g fiscal y	ear							•
Average number of days in investigation	232.84	238.0	7	262	.25	25	59.94	294.13	243.34
Average number of days in final action	86.93	104.7	1	72.	59	7	7.63	104.71	154.52
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	50.51	283.68	248.06
Average number of days in final action	53.46	53.57	7	38.	68	4	5.36	56.68	86.81
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	248.7	7	273	.58	25	59.77	301.08	233.55
Average number of days in final action	137.21	167.0	1	119	.05	11	4.76	165.11	203.40
					С	om	parati	ive Data	· ·
Complaints Dismisse Agency	d by	Pro	evi	ous l	Fisca	al Y	lear D	ata	2017Thru03
0 V		2012	20	013	201	14	2015	2016	31
Total Complaints Dismiss Agency	ed by	155	1	24	12	3	90	59	42
Average days pending prid dismissal	or to	130	1	.06	14	2	158	216	227
Con	plaints V	Withdr	aw	vn by	y Co	mp	olainar	nts	
Total Complaints Withdra Complainants	wn by	139	1	.02	10	9	123	125	51

						(Com	para	tive I	Data			
Total Final Agency				Pre	viou	s Fis	cal Y	lear	Data			2017	Thru03-
Actions Finding Discrimination		2012	2	20	013	2	014	20)15	20	16		31
	#		%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1:	5		28		28		21		18		3	
Without Hearing	8		53	23	82	20	71	10	48	11	61	3	100
With Hearing	7		17	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	Thru03-
Note: Complaints can	2012 2013 2014 2015 201							16	-	31			
be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	⁰∕₀	,	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8			19		25		14		16		3	
Race	0	0	Ì	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	50)	10	53	11	44	5	36	8	50	1	33
Sex	3	38	3	7	37	11	44	4	29	12	75	1	33
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	1	33
Disability	1	13	3	6	32	9	36	3	21	4	25	2	67
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		3	
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	1	33
Sex	0	0	5	36	10	59	0	0	6	67	1	33
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	1	33
Disability	0	0	5	36	4	24	1	33	2	22	2	67
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			
Findings of			Pre	viou	s Fis	cal Y	ear	Data			2017	Fhru03-
Discrimination Rendered by Issue	2	012	20)13	2)14	20)15	20	16		31
-	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		19		25		14		16		3	
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									<u>.</u>			-
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												
Non-Sexual	2	25	9	47	11	44	7	50	8	50	1	33
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	1	33
Terms/Conditions of Employment	0	0	3	16	2	8	3	21	1	6	2	67
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		·										
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	1
Findings Without Hearing	1		14		17		3		9		3	
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 Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1	1	1	1	1	1	1	1	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	1	33
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				1		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	1	33
Terms/Conditions of Employment	0	0	2	14	2	12	0	0	0	0	2	67
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	l	<u> </u>
Pending Complaints Filed in Previous Fiscal Years by Status				Previous Fiscal Year Data 2017Thru03								
				12	2013 2014		14	2015 2016		016	31	
Total complaints from previous Fiscal Years			9.	31	931	1106		1373	73 1739		2496	
Total Complainants			8	50	874	10	38	1284	1	516	2292	
Number complaints pe	endin	g									-	
Investigation			9	90		1	01	191	2	.08	462	
ROI issued, pending Complainant's action				6			8	9		11	52	
Hearing			6	64	701	9	00	1033	12	232	1	671
Final Agency Action			1		100	8 10		147	$\overline{)}$	50	259	
Final Agency Actio	n		1:	55	108	10		14/	4	.50	4	259

	Comparative Data								
Complaint Investigations	Pro	evious	2017Thru03-						
	2012	2013	2014	2015	2016	31			
Pending Complaints Where Investigations Exceed Required Time Frames	186	206	157	266	231	254			