Equal Employment Opportunity Data Posted

Pursuant to the No Fear Act: Department of Homeland Security

For 3rd Quarter 2017 for period ending June 30, 2017

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2017Thru06-30						
	2012	2013	2014	2015	2016	2017 Hiru00-30						
Number of Complaints Filed	1212	1213	1224	1275	1345	926						
Number of Complainants	1169	1159	1187	1228	1296	899						
Repeat Filers	38	50	31	42	42	22						

Complaints by Basis			Com	parativ	ve Data	l
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.	2012	2013	2014	2015	2016	2017Thru06- 30
Race	413	456	382	453	462	331
Color	147	156	137	179	174	133
Religion	53	58	64	65	64	44
Reprisal	562	586	580	606	715	462
Sex	451	458	438	465	477	325
PDA	7	8	7	23	23	8

National Origin	223	193	191	194	220	167
Equal Pay Act	2	3	12	8	4	10
Age	402	426	387	413	423	282
Disability	288	275	311	332	355	256
Genetics	2	6	6	5	9	3
Non-EEO	72	80	89	85	78	78
			Com	parativ	ve Data	1
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	2017Thru06- 30
Appointment/Hire	67	68	60	85	89	57
Assignment of Duties	104	99	117	144	143	84
Awards	20	21	15	21	25	15
Conversion to Full Time/Perm Status	1	1	2	0	3	1
Disciplinary Action						
Demotion	18	8	9	7	12	9
Reprimand	73	77	57	69	55	37
Suspension	66	64	64	76	88	56
Removal	34	24	41	55	55	32
Other	22	28	61	60	72	64
Duty Hours	17	21	20	29	42	20
Perf. Eval./ Appraisal	94	82	81	141	139	98
Examination/Test	4	10	10	6	16	5
Harassment						
Non-Sexual	474	499	512	512	610	366

Sexual	36	46	39	34	38	20
Medical Examination	12	8	13	22	31	7
Pay including overtime	26	34	47	54	49	44
Promotion/Non-Selection	262	273	171	232	308	209
Reassignment						
Denied	25	30	23	30	37	20
Directed	40	34	48	35	46	40
Reasonable Accommodation Disability	65	59	69	85	96	72
Reinstatement	11	3	3	6	5	2
Religious Accommodation	0	0	0	0	11	8
Retirement	9	3	3	6	4	5
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	0	21	14
Termination	86	103	94	90	89	74
Terms/Conditions of Employment	120	106	113	109	128	85
Time and Attendance	56	46	51	74	88	54
Training	36	31	24	29	48	36
Other						
Workforce transformation	17	3	1	0	0	0
User Defined - Other 2	4	19	30	37	67	52
User Defined - Other 3	1	2	5	5	11	13
User Defined - Other 4	0	0	0	2	4	6

				C	omp	ar	ative I	Data	
Processing Time		Previo	us :	Fisc	al Y	eai	r Data		2017Thru06-
	2012	2013	3	20	14	2	015	2016	30
Complaints pending during	g fiscal y	ear							
Average number of days in investigation	232.84	238.0	7	262	.25	26	50.09	294.03	238.62
Average number of days in final action	86.93	104.9	3	72.	39	7	7.39	104.05	138.31
Complaint pending during	fiscal ye	ar whei	re h	neari	ng w	as	reques	sted	
Average number of days in investigation	230.83	233.3	7	255	.33	26	50.43	284.29	239.44
Average number of days in final action	53.46	53.85	5	38.	56	4	5.29	56.38	68.13
Complaint pending during	fiscal ye	ar whei	re h	neari	ng w	as	not re	quested	
Average number of days in investigation	237.04	248.77		273	.84	26	50.00	301.37	236.55
Average number of days in final action	137.21	167.0	1	119.05		5 113.95		165.11	194.40
					C	om	parat	ive Data	
Complaints Dismissed Agency	d by	Pre	evio	ous]	Fisca	al Y	Year D) ata	2017Thru06-
BV		2012	20	013	201	4	2015	2016	30
Total Complaints Dismisse Agency	ed by	155	1	24	12	22 90		59	87
Average days pending prid dismissal	or to	130	1	06	142		158	216	215
Con	plaints V	Withdr	aw	n by	y Co	mp	olaina	nts	
Total Complaints Withdra Complainants	wn by	139	1	02	10	9	125	129	79

					(Com	para	tive I) ata			
Total Final Agency			Pre	viou	s Fis	cal Y	Zear	Data			2017	Thru06-
Actions Finding Discrimination	2	2012	2	013	20)14	20)15	20	16		30
	#	9/0	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1:	5	28		28		21		18		9	
Without Hearing	8	53	23	82	20	71	10	48	11	61	8	89
With Hearing	7	47	5	18	8	29	11	52	7	39	1	11
Findings of												
Discrimination Rendered by Basis	Previous Fiscal Year Data										2017	Thru06-
Note: Complaints can	2012 2013 2014 2015 2016								16		30	
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		7	
Race	0	0	4	21	5	20	5	36	3	19	0	0
Color	1	13	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	3	43
Sex	3	38	7	37	11	44	4	29	12	75	3	43
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	13	2	11	4	16	1	7	4	25	1	14
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	25	1	5	5	20	8	57	2	13	2	29
Disability	1	13	6	32	9	36	3	21	4	25	4	57
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		1	
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	1	100
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		6	
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	2	33
Sex	0	0	5	36	10	59	0	0	6	67	3	50
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	1	17
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	2	33
Disability	0	0	5	36	4	24	1	33	2	22	4	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
		Comparative Data										
Findings of			Pre	viou	s Fis	cal Y	ear	Data			2017	Thru06
Discrimination Rendered by Issue	2	2012	20)13	20)14	20	015	20	16		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		19		25		14		16		7	
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	1	14
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	1	14
Harassment				1	-1							
Non-Sexual	2	25	9	47	11	44	7	50	8	50	1	14
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	1	14
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	1	14
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	14
Terms/Conditions of Employment	0	0	3	16	2	8	3	21	1	6	3	43
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		1	
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	1	100
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
		ı		<u> </u>	ı	<u> </u>	1		1			
Findings Without Hearing	1		14		17		3		9		6	
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	1	17
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												
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	1	17
Harassment												
Non-Sexual	1	100	8	57	8	47	1	33	4	44	1	17
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												
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	1	17
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	17
Terms/Conditions of Employment	0	0	2	14	2	12	0	0	0	0	3	50
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
						(Com	parat	ive]	Data		
Pending Complaints Filed in Previous Fiscal Years by Status				Previous Fiscal Year Data 2017Th							Thru06-	
	~j ~		20	12	2013	20	14	2015	20	016	30	
Total complaints from previous Fiscal Years		931		931	1102		1359	17	701	2255		
Total Complainants			8:	50	872	10)33	1268	15	578	2	2068
1	endin	g	8:	50	872	10)33	1268	15	578	2	2068
1	endin	g		50	872 113		033	1268		578 07		331
Number complaints pe		g	9			10			2			
Number complaints per Investigation ROI issued, pending		g	9	00	113	10	01	191	2	07		331
Number complaints per Investigation ROI issued, pending Complainant's actio	n	g	9	6	113	89	01	191 9	2	07		331

	Comparative Data								
Complaint Investigations	Pro	evious	2017Thru06-						
	2012	2013	2014	2015	2016	30			
Pending Complaints Where Investigations Exceed Required Time Frames	186	206	157	267	229	249			