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

Department of Homeland Security

For 4th Quarter 2017 for period ending September 30, 2017

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2017Thru09-30						
	2012	2013	2014	2015	2016	2017 Hiru09-30						
Number of Complaints Filed	1212	1213	1224	1276	1344	1245						
Number of Complainants	1169	1159	1187	1229	1295	1176						
Repeat Filers	38	50	31	42	42	37						

Complaints by Basis			Com	parativ	ve Data	l
Complaints by Dasis	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	2017Thru09- 30
Race	413	456	383	453	461	391
Color	147	156	137	179	175	181
Religion	53	58	64	65	64	57
Reprisal	562	586	580	608	715	596
Sex	452	458	439	465	476	476

PDA	7	8	7	23	23	12
National Origin	223	193	192	194	221	207
Equal Pay Act	2	3	12	8	4	8
Age	402	426	397	413	423	386
Disability	288	275	310	332	354	424
Genetics	2	6	6	5	9	4
Non-EEO	72	80	89	85	79	100
Complete to be Iron		-	Com	parativ	ve Data	
Complaints by Issue	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	2017Thru09- 30
Appointment/Hire	67	68	61	85	92	84
Assignment of Duties	104	99	118	143	144	126
Awards	20	21	16	21	27	23
Conversion to Full Time/Perm Status	1	1	2	0	3	1
Disciplinary Action						1
Demotion	18	8	9	7	12	11
Reprimand	73	77	57	69	57	74
Suspension	66	64	66	76	88	82
Removal	34	24	41	55	56	36
Disciplinary Warning	22	28	60	59	74	47
Duty Hours	17	21	20	29	42	24
Perf. Eval./ Appraisal	94	82	82	142	141	136
Examination/Test	4	10	10	6	16	7
Harassment						

Non-Sexual	474	499	513	512	613	502
Sexual	36	46	39	34	38	42
Medical Examination	12	8	13	22	31	15
Pay including overtime	26	34	47	54	49	61
Promotion/Non-Selection	262	273	171	233	308	280
Reassignment						
Denied	25	30	23	30	38	29
Directed	40	34	48	35	48	50
Reasonable Accommodation Disability	65	59	68	85	97	95
Reinstatement	11	3	3	6	5	2
Religious Accommodation	0	0	0	0	11	8
Retirement	9	3	3	6	4	6
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	0	0	0	21	18
Termination	86	103	94	91	91	105
Terms/Conditions of Employment	120	106	113	109	138	158
Time and Attendance	56	46	51	74	88	92
Training	36	31	24	29	48	54
Other			•	•		
Workforce transformation	17	3	1	0	0	0
User Defined - Other 2	4	19	29	37	40	0
User Defined - Other 3	1	2	5	5	4	0
User Defined - Other 4	0	0	0	2	0	0

				C	omp	ar	ative I	Data	
Processing Time		Previo	us l	Fisc	al Y	eai	r Data		2017Thru09-
	2012	2013	,	201	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	25	59.85	294.21	247.46
Average number of days in final action	86.93	104.9	7	72.	33	7	7.20	104.72	139.15
Complaint pending during	fiscal ye	ar wher	re h	eari	ng v	as	reques	sted	
Average number of days in investigation	230.83	233.3	7	255	.30	26	50.04	287.46	235.99
Average number of days in final action	53.46	53.65	3.65 38		56	45.19		58.35	69.53
Complaint pending during	fiscal ye	ar wher	re h	eari	ng v	as	not re	quested	
Average number of days in investigation	237.04	248.7	7	274	.03	26	50.02	297.15	264.39
Average number of days in final action	137.21	167.0	1	119	.05	11	13.95	165.11	194.21
					C	om	parat	ive Data	
Complaints Dismissed Agency	d by	Pre	evio	ous l	Fisca	al Y	Year D) Data	2017Thru09-
<i>,</i>		2012	20)13	201	4	2015	2016	30
Total Complaints Dismisse Agency	ed by	164	1.	31	12	5	92	61	111
Average days pending prid dismissal	or to	129	10	04	13	6	163	206	211
Con	plaints V	Withdr	aw	n by	y Co	mţ	olainai	nts	
Total Complaints Withdra Complainants	wn by	139	10			109 12		129	104

					(Com	para	tive I) ata			
Total Final Agency			Pro	eviou	s Fis	cal Y	Year	Data			2017T	hru09-
Actions Finding Discrimination	2	2012	2	013	20	014	20)15	20	16	3	0
	#	! %	#	%	#	%	#	%	#	%	#	%
Total Number Findings	15	5	28		28		21		18		14	
Without Hearing	8	53	3 23	82	20	71	10	48	11	61	10	71
With Hearing	7	47	7 5	18	8	29	11	52	7	39	4	29
Findings of					(Comp	parat	ive D	ata			
Discrimination Rendered by Basis	Previous Fiscal Year Data 20										2017T	hru09-
Note: Complaints can	2	012	20	13	20	14	20	15	20	16	3	0
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		19		25		14		16		14	
Race	0	0	4	21	5	20	5	36	3	19	2	14
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	6	43
Sex	3	38	7	37	12	48	4	29	12	75	5	36
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	7
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	3	21
Disability	1	13	6	32	9	36	3	21	4	25	6	43
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		4	
Race	0	0	1	20	1	13	4	36	2	29	1	25
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	2	50
Sex	3	43	2	40	1	13	4	36	6	86	1	25
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	1	25
Disability	1	14	1	20	5	63	2	18	2	29	1	25
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		10	
Race	0	0	3	21	4	24	1	33	1	11	1	10
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	4	40
Sex	0	0	5	36	11	65	0	0	6	67	4	40
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	10
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	20
Disability	0	0	5	36	4	24	1	33	2	22	5	50
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
					(Comp	para	tive I)ata	·		
Findings of			Pre	vious	s Fis	cal Y	ear	Data			2017T	hru09-
Discrimination Rendered by Issue	2	012	20)13	20)14	20)15	20	16	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		19		25		14		16		14	
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	4	29
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	7
Harassment												
Non-Sexual	2	25	9	47	11	44	7	50	8	50	6	43
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	1	7
Pay including overtime	1	13	0	0	0	0	0	0	0	0	1	7
Promotion/Non- Selection	3	38	1	5	5	20	4	29	4	25	2	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	2	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	0	0
Terms/Conditions of Employment	0	0	3	16	2	8	3	21	1	6	3	21
Time and Attendance	0	0	1	5	1	4	1	7	1	6	1	7
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		4	
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	1	25
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	1	25
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	1	25
Pay including overtime	1	14	0	0	0	0	0	0	0	0	1	25
Promotion/Non- Selection	3	43	0	0	1	13	2	18	3	43	2	50
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	1	25
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	1	25
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				1			ı
Findings Without Hearing	1		14		17		3		9		10	
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	3	30
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	10
Harassment												
Non-Sexual	1	100	8	57	8	47	1	33	4	44	5	50
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	1	10
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

											1	
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	3	30
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 1	Data	l	
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data 2017Thr							1r1109-		
Trevious risear rears by Status			20	12	2013	20	14	2015	5 20	016	30	
Total complaints from previous Fiscal Years			928		929	10)99	1353	3 10	691	2081	
Total Complainants			84	847		1029		1261	1:	570	1913	
Number complaints pe	ndin	g										
Investigation			90		113	1	01	191	1	84	666	
ROI issued, pending Complainant's action				6		8		9		11	24	
Complainant's action	n											
Complainant's action Hearing	n		60	54	699	8	96	1025	5 12	221	18	33
				54	699		96	1025		221	18 43	

	Comparative Data								
Complaint Investigations	Pro	evious	2017Thru09-						
	2012	2013	2014	2015	2016	30			
Pending Complaints Where Investigations Exceed Required Time Frames	186	206	157	260	207	234			