

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: DHS (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	1345	1255	1482	1275	1288	846
Number of Complainants	1295	1206	1423	1236	1221	815
Repeat Filers	43	40	54	36	59	30
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	463	459	538	454	504	313
Color	176	193	202	161	206	114
Religion	64	61	69	53	57	42
Reprisal	720	640	765	670	715	465
Sex	476	459	515	459	501	289
PDA	23	14	18	18	15	12
National Origin	222	207	269	181	220	153

Equal Pay Act	4	9	4	2	2	2
Age	426	391	415	386	432	263
Disability	356	342	423	411	417	236
Genetics	10	5	6	5	7	5
Non-EEO	79	105	87	66	89	76
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	91	89	103	97	111	49
Assignment of Duties	145	142	224	144	190	151
Awards	27	24	23	19	22	11
Conversion to Full Time/Perm Status	3	1	0	0	0	0
Disciplinary Action						
Demotion	12	12	15	11	10	9
Reprimand	58	78	78	56	70	39
Suspension	88	90	89	66	73	48
Removal	56	38	39	38	21	23
Duty Hours	42	24	26	20	24	22
Perf. Eval./ Appraisal	143	146	147	131	132	92
Examination/Test	16	6	27	14	11	2
Harassment						
Non-Sexual	614	522	642	621	687	416
Sexual	38	46	68	47	51	20
Medical Examination	33	16	33	37	27	11

Pay including overtime	49	64	44	51	57	33
Promotion/Non-Selection	309	292	241	218	200	115
Reassignment						
Denied	38	34	34	24	23	10
Directed	48	54	53	42	38	18
Reasonable Accommodation Disability	96	103	115	132	124	63
Reinstatement	5	2	7	2	2	2
Religious Accommodation	11	9	12	7	9	7
Retirement	4	5	4	8	10	9
Sex-Stereotyping	2	1	1	0	1	0
Telework	21	21	19	14	29	17
Termination	94	112	157	131	142	84
Terms/Conditions of Employment	138	172	238	171	127	81
Time and Attendance	88	101	109	104	106	97
Training	48	59	35	40	39	16
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	294.24	249.03	274.07	287.87	241.35	281.27
Average number of days in final action	103.92	138.69	108.46	124.54	161.61	208.27
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	287.81	240.18	252.38	270.69	226.25	259.46

Average number of days in final action	58.17	71.92	66.27	72.65	88.70	87.36						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	296.04	262.72	307.43	309.86	271.50	309.74						
Average number of days in final action	164.68	194.28	178.38	284.01	347.92	404.51						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	58	109	183	95	108	68						
Average days pending prior to dismissal	217	213	278	190	321	249						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	140	119	129	148	138	90						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	18		13		11		19		46		9	
Without Hearing	11	61	11	85	4	36	15	79	21	46	7	78
With Hearing	7	39	2	15	7	64	4	21	25	54	2	22

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	16		11		8		15		44		7	
Race	3	19	1	9	2	25	6	40	10	23	2	29
Color	1	6	0	0	2	25	1	7	4	9	0	0
Religion	1	6	0	0	0	0	0	0	0	0	0	0
Reprisal	8	50	6	55	8	100	5	33	22	50	2	29
Sex	12	75	4	36	2	25	5	33	14	32	1	14
PDA	0	0	0	0	0	0	0	0	1	2	1	14
National Origin	4	25	1	9	1	13	0	0	9	20	1	14
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	13	3	27	0	0	5	33	13	30	1	14
Disability	4	25	4	36	4	50	4	27	16	36	4	57
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	2	13	0	0	0	0	0	0	4	9	0	0
Findings After Hearing	7		2		7		4		25		2	
Race	2	29	1	50	2	29	1	25	4	16	1	50
Color	0	0	0	0	2	29	0	0	1	4	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	86	1	50	7	100	2	50	14	56	0	0

Sex	6	86	0	0	2	29	1	25	7	28	0	0
PDA	0	0	0	0	0	0	0	0	1	4	1	50
National Origin	3	43	0	0	1	14	0	0	6	24	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	29	0	0	0	0	0	0	8	32	0	0
Disability	2	29	0	0	4	57	1	25	11	44	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	14	0	0	0	0	0	0	2	8	0	0
Findings Without Hearing	9		9		1		11		19		5	
Race	1	11	0	0	0	0	5	45	6	32	1	20
Color	1	11	0	0	0	0	1	9	3	16	0	0
Religion	1	11	0	0	0	0	0	0	0	0	0	0
Reprisal	2	22	5	56	1	100	3	27	8	42	2	40
Sex	6	67	4	44	0	0	4	36	7	37	1	20
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	11	1	11	0	0	0	0	3	16	1	20
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	33	0	0	5	45	5	26	1	20
Disability	2	22	4	44	0	0	3	27	5	26	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	11	0	0	0	0	0	0	2	11	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016		2017		2018		2019		2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	16		11		8		15		42		7	
Appointment/Hire	1	6	0	0	0	0	1	7	3	7	0	0
Assignment of Duties	2	13	3	27	0	0	1	7	4	10	2	29
Awards	1	6	0	0	0	0	1	7	2	5	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	1	6	0	0	0	0	0	0	1	2	0	0
Suspension	0	0	0	0	0	0	1	7	1	2	0	0
Removal	0	0	0	0	1	13	2	13	1	2	1	14
Duty Hours	1	6	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	13	2	13	8	19	0	0
Examination/Test	0	0	1	9	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	50	3	27	3	38	6	40	19	45	3	43
Sexual	4	25	0	0	1	13	0	0	5	12	1	14
Medical Examination	0	0	0	0	1	13	0	0	2	5	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	4	25	2	18	1	13	2	13	9	21	0	0
Reassignment												

Denied	0	0	0	0	1	13	0	0	1	2	0	0
Directed	1	6	0	0	1	13	1	7	5	12	1	14
Reasonable Accommodation Disability	2	13	1	9	0	0	2	13	2	5	2	29
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	2	5	0	0
Termination	0	0	1	9	0	0	1	7	0	0	0	0
Terms/Conditions of Employment	1	6	3	27	1	13	3	20	5	12	0	0
Time and Attendance	1	6	0	0	0	0	1	7	1	2	1	14
Training	0	0	0	0	0	0	1	7	0	0	0	0
Other - User Define												
Findings After Hearing	7		2		7		4		24		2	
Appointment/Hire	0	0	0	0	0	0	0	0	3	13	0	0
Assignment of Duties	1	14	0	0	0	0	1	25	3	13	1	50
Awards	1	14	0	0	0	0	1	25	1	4	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	1	14	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	4	0	0

Other - User Define												
Findings Without Hearing	9		9		1		11		18		5	
Appointment/Hire	1	11	0	0	0	0	1	9	0	0	0	0
Assignment of Duties	1	11	3	33	0	0	0	0	1	6	1	20
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	0	0	0	0	0	0	1	6	0	0
Suspension	0	0	0	0	0	0	1	9	0	0	0	0
Removal	0	0	0	0	0	0	1	9	0	0	1	20
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	2	18	3	17	0	0
Examination/Test	0	0	1	11	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	44	3	33	0	0	4	36	7	39	2	40
Sexual	2	22	0	0	0	0	0	0	4	22	1	20
Medical Examination	0	0	0	0	0	0	0	0	1	6	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	11	0	0	1	100	1	9	5	28	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	11	0	0	0	0	1	9	2	11	0	0

Reasonable Accommodation Disability	1	11	1	11	0	0	2	18	1	6	1	20
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	1	6	0	0
Termination	0	0	1	11	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	3	33	0	0	3	27	2	11	0	0
Time and Attendance	0	0	0	0	0	0	0	0	1	6	1	20
Training	0	0	0	0	0	0	1	9	0	0	0	0

Other - User Define

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data					2021Thru06-30	
	2016	2017	2018	2019	2020		
Total complaints from previous Fiscal Years	1658	1986	1969	2060	1948	2028	
Total Complainants	1531	1811	1773	1880	1798	1860	
Number complaints pending							
Investigation	167	192	85	109	85	226	
ROI issued, pending Complainant's action	11	24	22	32	10	19	
Hearing	1195	1530	1525	1418	1244	1260	
Final Agency Action	231	229	306	486	568	471	
Appeal with EEOC Office of Federal Operations	669	754	923	1137	1289	1383	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	189	204	163	124	105	199