

# DHS - Equal Employment Opportunity Data Posted

## Pursuant to the No Fear Act:

**For 2nd Quarter 2015 for period ending March  
31, 2015**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	1218	1312	1229	1244	1242	649
Number of Complainants	293	294	245	229	207	643
Repeat Filers	18	28	14	16	10	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	31
Race	419	463	420	461	392	198
Color	133	138	148	159	140	75
Religion	56	63	54	58	66	33
Reprisal	544	610	570	603	591	265
Sex	404	482	459	468	447	219
PDA	0	2	8	9	7	12
National Origin	211	224	227	199	197	108

Equal Pay Act	0	4	2	3	12	6
Age	356	430	401	424	381	212
Disability	279	327	288	280	311	155
Genetics	3	4	2	6	6	5
Non-EEO	42	86	73	85	89	49
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Appointment/Hire	56	80	68	68	59	48
Assignment of Duties	108	105	107	104	119	68
Awards	22	27	21	22	16	12
Conversion to Full-time	0	2	1	1	2	0
<b>Disciplinary Action</b>						
Demotion	9	12	18	10	9	7
Reprimand	61	89	75	77	59	33
Suspension	63	74	65	63	66	38
Removal	21	33	36	28	44	32
Other	32	50	24	33	65	21
Duty Hours	23	34	18	21	21	14
Evaluation Appraisal	97	105	100	93	88	73
Examination/Test	7	6	4	10	10	1
<b>Harassment</b>						
Non-Sexual	413	480	484	518	522	243
Sexual	52	43	40	49	40	17

Medical Examination	11	9	12	8	14	5
Pay (Including Overtime)	16	39	26	35	48	29
Promotion/Non-Selection	232	247	263	275	171	110
<b>Reassignment</b>						
Denied	24	31	26	30	24	13
Directed	37	55	41	36	50	19
Reasonable Accommodation	52	64	66	59	69	33
Reinstatement	6	7	11	3	3	3
Retirement	8	8	9	3	3	2
Termination	190	163	87	106	94	37
Terms/Conditions of Employment	163	220	121	109	113	41
Time and Attendance	47	54	56	48	50	24
Training	36	33	37	32	25	15
Other	91	68	35	37	79	22
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	214.67	237.60	233.01	237.79	258.59	249.20
Average number of days in final action	387.48	151.94	87.65	104.66	70.57	72.35
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	204.35	231.61	230.83	231.74	252.34	245.20
Average number of days in final action	61.80	71.68	54.35	54.44	39.90	40.02
Complaint pending during fiscal year where hearing was not requested						

Average number of days in investigation	230.10	251.55	236.88	247.71	269.78	254.13						
Average number of days in final action	718.92	230.44	136.48	164.31	109.65	106.88						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total Complaints Dismissed by Agency	202	142	160	129	126	48						
Average days pending prior to dismissal	380	166	128	104	140	152						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	112	109	140	101	103	55						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		8		16		19		13		9	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	4	100	8	100	16	100	19	100	13	100	9	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%



Non-EEO	0	0	0	0	1	13	0	0	0	0	0	0
<b>Findings Without Hearing</b>	2		3		1		14		17		1	
Race	0	0	0	0	0	0	3	21	4	24	0	0
Color	0	0	0	0	1	100	1	7	1	6	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	2	67	0	0	6	43	8	47	0	0
Sex	2	100	0	0	0	0	5	36	10	59	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	0	0	1	100	1	7	3	18	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	4	24	1	100
Disability	0	0	1	33	0	0	5	36	4	24	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	6	0	0

<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru03-31</b>	
	<b>2010</b>		<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	6		9		9		19		24		8	
Appointment/Hire	0	0	1	11	0	0	1	5	2	8	0	0
Assignment of Duties	0	0	0	0	2	22	1	5	2	8	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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	17	1	11	0	0	2	11	0	0	0	0
Suspension	0	0	0	0	0	0	1	5	2	8	1	13
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	4	0	0
Duty Hours	0	0	1	11	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	1	11	1	5	1	4	1	13
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	17	1	11	2	22	9	47	11	46	4	50
Sexual	1	17	0	0	0	0	1	5	3	13	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	11	0	0	0	0	0	0
Promotion/Non-Selection	2	33	0	0	3	33	1	5	5	21	3	38
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	17	0	0	0	0	2	11	3	13	1	13
Reasonable Accommodation	0	0	2	22	1	11	2	11	1	4	0	0
Reinstatement	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
Termination	1	17	2	22	1	11	1	5	3	13	2	25
Terms/Conditions of Employment	1	17	2	22	0	0	3	16	2	8	2	25
Time and Attendance	0	0	0	0	0	0	1	5	1	4	0	0
Training	2	33	0	0	1	11	0	0	0	0	0	0
Other - User Defined	1	17	0	0	1	11	1	5	1	4	0	0







Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	7	4	24	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	3	18	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	7	1	6	0	0
Reinstatement	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
Termination	0	0	1	33	0	0	1	7	2	12	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	2	14	2	12	0	0
Time and Attendance	0	0	0	0	0	0	1	7	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	50	0	0	0	0	1	7	1	6	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous Fiscal Years	804	744	952	957	1143	1774						
Total Complainants	744	692	871	900	1074	1661						
<b>Number complaints pending</b>												
Investigation	66	49	90	117	105	359						
ROI issued, pending Complainant's action	12	6	6	12	9	51						
Hearing	427	550	669	708	911	1177						
Final Agency Action	244	118	163	113	111	150						
Appeal with EEOC Office of	239	392	536	719	894	955						

Federal Operations						
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	167	189	189	212	164	196